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MANPOWER REVIEW

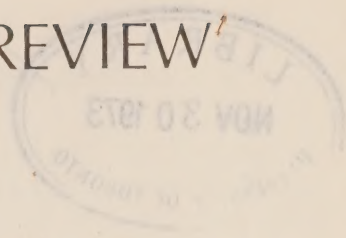
Pacific Region

January-February 1970

Government of Canada
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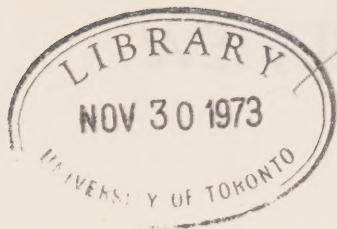
Vol.3 No.1

PACIFIC MANPOWER REVIEW



JANUARY — FEBRUARY 1970

Department of Manpower and Immigration
Manpower Information and Analysis Branch
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Foreword

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Table 1
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

				Per Cent Change	
	Unit	Latest Month	Amount	Previous Month	Latest Month 68/69
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	December	129.54	— 3.5	+ 8.0
Average Earnings	\$ per hour	December	3.61	+ 0.3	+ 7.4
Average Hours	Number	December	36.3	— 4.0	— 0.5
PRODUCTION					
Value of Factory Shipments	\$'000	December	336,700	+ 8.2	+ 13.6
Lumber Sawm	M.f.b.m.	December	640,100	+ 12.4	+ 3.9
Paper Production	Tons	December	156,000	— 6.0	+ 16.4
Pulp Production	Tons	December	418,000	— 3.5	— 6.1
Fish Landed	\$'000	January	180	— 94.7	+ 48.8
INTERNAL TRADE					
Retail Sales	\$'000	December	330,400	+ 24.3	+ 12.6
Electric Power	Million kwh	December	2,387	+ 6.4	+ 5.6
Sales of Life Insurance	\$'000	November	81,190	+ 6.7	+ 3.3
Gasoline Consumed	'000 gal	December	47,000	+ 9.3	+ 17.5
Tourist Permits	Number	December	53,000	— 14.5	+ 23.3
CONSTRUCTION					
Building Permits	\$'000	January	32,749	+ 8.1	+ 33.1
Housing Starts	Units	January	1,505	+ 0.8	+ 19.1
Housing Completions	Units	January	1,928	+ 7.1	+ 84.9
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	December	235,000	+ 55.6	+ 22.4
Imports through B.C. Ports	\$'000	December	112,000	+ 51.4	+ 36.6
INDEXES					
Vancouver Consumer Price Index	Index	January	121.0	—	+ 3.6
B.C. Index of Employment (Industrial Composite)	Index	January	139.2	— 2.2	+ 7.7

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Dominion Bureau of Statistics, Ottawa.
Bureau of Economics and Statistics, Victoria.

GENERAL REVIEW

With the start of 1970 the Canadian economy entered its tenth year of almost uninterrupted expansion. During 1969 the economy maintained its momentum despite restrictive fiscal and monetary measures and numerous labour disputes which were reflected in a record number of man-hours lost. Total national output continued to increase, but more slowly in the second half of the year than in the first. The real increase in the total value of all goods and services produced in the whole of 1969 after allowing for the rise in prices was 4.8 per cent, the same as in 1968. If a further allowance is made for the growth of population during the year, the increase in actual per capita output was 3.3 per cent.

Anti-inflationary policies have so far resulted in some slowing in the growth of demand, in a more moderate advance in total output, and recently in some reduction in profits. What has not yet occurred, however, is the hoped-for slowing of the rise in costs and prices. The most significant economic adjustment in 1969 was that the growth of consumer spending moderated substantially in the second half of the year. This growing mood of consumer caution has important implications for the current year.

The growth of overall demand will probably ease gradually throughout 1970 while policies of restraint continue to be applied. Consequently the slower growth of employment experienced in recent months will continue well into 1970. Some increase in unemployment over the levels of 1969 has to be expected but at the national level the average will probably not reach 7 per cent.

Measures announced in the annual spring budget will have some impact on the already weakening consumer spending and on new commercial construction. The new credit controls to be introduced in the late spring may reduce overall consumer spending by about \$400 million or rather more than 1 per cent. But as the effect will be felt mainly by the consumer durable manufacturing industries, the impact on the B.C. economy will be very slight.

The only two areas in British Columbia affected by the extension of the depreciation tax deferral are Vancouver and Victoria. A far more pervasive influence on construction generally is the lack of mortgage funds and the high interest rates which are undoubtedly restricting activity and contributing to reduced employment in construction. It seems unlikely that major developments will be much affected by the depreciation deferral and that the effect on employment will be felt mainly through the postponement of small developments.

The broad economic outlook for Canada as a whole is very similar to that foreseen for the United States and a number of other industrialized countries where inflation has evoked policies of restraint. In the United States the economic slowdown is considerably more marked than in Canada. There was an actual reduction in the total U.S. output in the final quarter of 1969 and unemployment moved up sharply. Two additional factors, not present in the Canadian situation, are at work in the United States — reductions in defence spending and in the space program.

The economy of British Columbia cannot entirely escape the worsening economic outlook for Canada in 1970. But it is unlikely that the buoyancy of the province will be seriously affected. With no dependence on consumer durables and its emphasis on the primary industries, the B.C. economy is in a position to resist national deflationary measures. This confidence is partly based on the continuing strength of the export sector, particularly for mineral products. One source of weakness is the present state of the lumber market which in B.C. is largely export-oriented.

Employment growth in British Columbia in recent years has been the fastest in Canada. While this will probably continue to be true in 1970, it seems unlikely that the province will be able to maintain its recent employment growth of about 6 per cent. Unemployment is to be expected to increase in 1970, but probably only to the levels of 1968 rather than to the somewhat higher levels of 1961 and 1962. At a time when the growth of employment is slowing, British Columbia's rapidly increasing population of working age and its rising labour force participation rate will aggravate the softer employment situation.

The latest population estimates place the population of British Columbia at 2,116,000 on January 1, 1970. This means the very rapid increase of 44,000 (3.5 per cent) in the previous twelve months or 242,000 (12.8 per cent) since the 1966 census. These rates of growth are twice the national average and half as high again as Ontario and Alberta, the other two rapidly growing provinces. Population estimates for Canada's metropolitan areas, as at June 1, 1968, have recently been released. The population at that time of Metropolitan Vancouver was 980,000 and of Metropolitan Victoria was 184,000. These figures represent annual rates of growth in the previous twelve months of 2.6 per cent and 1.6 per cent and three-year growth since the 1966 census of 9.9 and 6.4 per cent.

British Columbia has had the fastest population growth of all the provinces since the 1966 census despite having the lowest rate of natural increase (the excess of births over deaths). Population growth in the province is, therefore, heavily dependent upon migration, from other provinces and from overseas. And this source of added population is fairly responsive to economic conditions, though with a time lag. Thus, it is likely that if unemployment in British Columbia increases significantly in 1970, the growth of population and labour force will be slowed down.

DISTRICT DEVELOPMENT

Metropolitan Vancouver District

During the period under review, unemployment in the District rose to the highest level in several years. In contrast to last year at this time there are fewer clear signs of the strong spring recovery in business activity needed to alleviate the soft employment situation and reduce Metro Vancouver's excess supply of manpower. But it must be recognized that a large part of the increased unemployment in recent months can be attributed to labour disputes.

In evaluating the short-term employment outlook a judgement must be made concerning the effects of anti-inflation policies on the major industries. A slowdown in the demand for labour is evident in construction and manufacturing, but so far it appears that the main impact of anti-inflation policies is yet to be felt by most other industries. Little, if any, effect is noticeable in the community, business, and personal service sector which has the largest share of total employment in Metro Vancouver.

Reflecting the persistence of tight money and effects of the cement workers' strike, construction activity dipped sharply in January in Metro Vancouver. Although the strike has been settled, employment has not returned to the levels of last fall. January building permits of \$15 million are down from almost \$20 million in January 1969 and housing starts for the month are 2.9 per cent lower than last year. Continuing the trend of 1969, most of the decline was in the home ownership sector, while the rental sector remained about the same as last year. A development that will affect construction activity in the near future is the jump in the inventory of newly-completed and unoccupied dwellings to over 1,200, one of the highest totals in months and more than 50 per cent higher than January 1969. Most of the over-supply is units in high rise apartments and this is expected to delay or cancel a number of projects planned for 1970.

In the manufacturing sector, depressed markets for the shingle, sawmill and plywood industries account for another large share of the unemployed in Metro Vancouver. Until more money is made available for housing in the United States as well as in Canada, these markets are not expected to improve. Of all the lumber export markets only the Japanese market continues to maintain a strong demand for the west coast product.

Recent reports also indicate a change in the employment outlook for the metal fabricating industry. Through most of 1969 this industry maintained a strong demand for skilled welders and fitters and operated with a relatively large backlog of orders. Lately some plants were forced to make drastic cuts in their staff of these tradesmen. Reasons given for the layoffs are the completion of existing contracts and purchasers deferring projects because of high money costs or being unable to obtain financing.

Unemployment in Metro Vancouver remains above the national average partly because of a high rate of labour force growth largely accounted for by immigration from other parts of Canada. In addition many of the seasonally unemployed in the primary and construction industries throughout the rest of the province move to the Vancouver area. Then as employment conditions improve, throughout the province, manpower is drawn from the Vancouver pool. Because of milder weather this winter, it will be possible to start work earlier in the outlying areas and unemployment in Metropolitan Vancouver is expected to improve during March. However, substantially more unemployment compared to last year is expected to prevail throughout 1970.

Another factor affecting the current labour market situation in Vancouver is the newspaper strike. This has curtailed the advertising of job opportunities which in turn tends to lengthen the average period of unemployment and to restrict the movement of workers between jobs or unemployed workers into new jobs. Since the strike started, more employers have turned to Canada Manpower Centres in order to fill job vacancies. Many clients who normally would reply directly to newspaper advertising also are registered at CMCs.

Supplies of well-qualified manpower are available in almost all occupational categories. Many registered clients, although qualified in other respects, lack the specific experience required by employers. At the present time relatively large numbers of recent university graduates with bachelors degrees in a variety of academic disciplines are registered for employment in Vancouver. Other significant surpluses reported are among administrative specializations, registered nurses, medical technologists, and clerical and sales occupations. There is also a seasonal surplus of carpenters and of unskilled construction, manufacturing, and transportation industry workers.

Despite the current labour market situation certain job vacancies remain hard to fill. Some of the occupations in strong demand because a high degree of skill or specific experience is required are listed below:

Mechanical draftsmen	Engineering equipment mechanics
Accounting clerks	Heavy duty mechanics
Stenographers	Electronic mechanics
Clerk-typists	Underground mine machinery mechanics
Claims clerks	

Vancouver Island District

Because of the relatively mild weather and below average snowfall, major logging operations and many smaller contractors on Vancouver Island were employing above normal labour forces during January and February. However, some of the smaller logging companies were remaining closed due to high operating costs and low log prices. There was an adequate supply of all skilled trades except for heavy duty mechanics. First aid men with "B" tickets or better, prepared to perform combination functions like kitchen mechanics, bullcooking, and warehousing, were also in short supply.

A marked increase in logging employment is anticipated next month as crews are gradually built up to normal operating levels after the winter season. An expansion of logging operations is planned for the Youbou area near Lake Cowichan. Facilities are presently under construction and major roads being pushed through. The larger sawmills and plywood plants were operating with full crews and there was little labour turnover. Sufficient orders are reported to be on hand to maintain a steady work flow for some months. A shortage of journeymen millwrights with sawmill experience has existed for some months but the main difficulty has been in obtaining personnel with B.C. trades qualification. Surpluses of unskilled sawmill labour were general.

Employment in pulp and paper mills was at a normal level but job opportunities for tradesmen such as electricians, pipefitters, millwrights, and instrument mechanics were available. Openings for experienced tradesmen willing to locate in isolated areas continue to increase. In the forest and forest products industries the labour situation is generally stable with little turnover as workers are anticipating the possibility of a long lay-off as a result of labour negotiations scheduled to take place early in the summer.

Construction activity in the Victoria area continued to exceed that during the first and second months of 1969. While major commercial and industrial building is at a high level, the present tight money situation has almost put an end to speculative building and has also caused cancellation of some building permits taken out over the past few months. The number of houses being built on speculation is the lowest for many years and some of the smaller companies involved in home construction are experiencing difficulty in staying in business. In the Nanaimo area construction activity has been well maintained and the majority of tradesmen are employed. The outlook for the forthcoming construction season is favourable. Preparations for major developments in the northern part of the Island augur well for the coming months. Other areas report little current activity as major construction projects enter the final stages and no new ones have been started. Large surpluses of construction labourers were reported.

Victoria shipyards continue to maintain a steady volume of work which is expected to last for several months. Victoria Machinery Depot closed down their shipbuilding division a little over a year ago but have just received a \$1 million contract for equipment to be used in a gas plant in southern Alberta. Machine shops in the Victoria area report a steady volume of work but at least one major machine shop in the Nanaimo area is reported to be operating on a short-time basis.

Hotels and restaurants in the Victoria area have had a good business year and anticipate a busy summer. There will be an increased number of conventions in Victoria in 1970. Elsewhere on the Island demand for service workers has been at a seasonal low and there are large surpluses of applicants for services occupations. As the tourist season approaches, services employment will gradually increase. In the Port Alberni area considerable interest was generated in a local waitress upgrading workshop launched late in February for some 40 employed waitresses and supervisory personnel from area hotels and restaurants. The two-week program was arranged jointly by the CMC and the local Director of Adult Education in cooperation with the B.C. Department of Education.

Retail trade on the Island has been generally slow and there have been few hirings. Perhaps the major factor contributing to the restraint in consumer spending in the District is the prospect of labour unrest as negotiations will be underway in major industries early in the year.

During the past few months a steady influx of people into the Victoria area has been particularly noticeable. A major portion of these are not retired persons but those with families to provide for. There is little industrial growth in the area and welfare authorities in the city proper report a 40 per cent increase in the number of welfare recipients during 1969.

Okanagan-Kootenay District

The slowdown in the economy which developed in December continued during January and February throughout the District. Most sectors were affected. Lumber manufacturing and residential construction activity slackened appreciably during the period. Housing starts in the District during January 1970 for cities of 10,000 or more in population dropped to 16 as compared to 53 in December and 69 in January 1969.

However, some improvement occurred in the mining sector as production got underway at Brenda Mine's copper-molybdenum operation southwest of Kelowna; at the La Farge Cement Plant in Kamloops; and also at Kaiser Resources' coal processing complex at Sparwood, east of Cranbrook.

Proposed new pulp mill projects highlighted District developments. Crestbrook Forest Industries have started preliminary planning to double the present capacity of their pulp mill (450 tons per day) located north of Cranbrook at an estimated cost of \$30 - 40 million, with construction likely to begin in 1971. Also, Crown Zellerbach Canada Ltd. intend to undertake a feasibility study on establishment of a plant in the North Okanagan.

Lay-offs of temporary Christmas help by the postal department and retail stores and further cut-backs in both sawmill and construction employment reduced overall employment in the District. This was partially offset by hirings for the three new mining operations mentioned above. A strike at Brenda Mines on February 5 halted production for two weeks.

A significant improvement in economic and employment activity is looked for this spring as work gets underway on major projects in Kamloops and the Fernie-Sparwood area east of Cranbrook.

In the Kamloops area Lornex Mining Corporation Ltd. plan to commence construction in April on their \$120 million mine-mill complex and Kamloops Pulp and Paper Ltd.

expect to start their \$90 million expansion. These two projects will require from 1,000 to 1,500 men during 1970 increasing to over 2,000 in 1971. Fording Coal Ltd., a Cominco subsidiary, is also planning a spring start on their \$80 million coal development in the Fernie-Sparwood area east of Cranbrook, which will require up to 400 workers during the summers of 1970 and 1971.

A further impetus to employment will be provided by the return to work of the Mica Dam work force, numbering about 1,500 men and acceleration of construction on several other large projects in the District. A new corrugated container factory and a mobile home manufacturing plant in Kelowna and new shopping centres in Kamloops and Cranbrook will create an estimated 400 new job opportunities during the next few months.

Curtailment of activity in the forest industry will partially affect these prospective employment gains. Lay-offs in logging can be expected with the spring break-up. And unless some improvement occurs in lumber prices, which is highly doubtful on the basis of presently available market information, further reductions in sawmill employment can also be expected.

The number of vacancies registered with most CMCs in the District rose slightly at the end of February. In particular sales personnel were being recruited for new shopping centres at Cranbrook and Kamloops, Demand also picked up for clerical occupations, especially experienced secretaries, stenographers, and material and production recording personnel. Towards the end of the month requirements for workers in the catering and hospitality field increased. However, this was largely offset by further layoffs in lumber manufacturing and in logging which was affected by the early spring break-up in several areas.

Compared to February 1969 demand was up appreciably for sales personnel, waitresses, cooks, and housekeepers; also for coal washing plant workers and underground coal miners in the Fernie area associated with the Kaiser development. However, most construction-oriented occupations had substantially fewer month-end vacancies reflecting the slowdown in this industry, particularly in the Fernie area where work on the Kaiser project is almost finished.

Individual occupations with an average of 20 or more month-end vacancies included salesman-services, sales clerks, salespersons-commodities, housekeepers and domestic help, waitresses, cooks and kitchen help, coal washing plant workers, motorized vehicle repairmen, and underground coal miners.

Persistent shortage occupations continued to be coal washers, heavy equipment operators, and maintenance personnel required for Kaiser Resources' new open pit coal operation at Fernie and licensed practical nurses, machinists, maintenance electricians, and pipe-fitters at Trail.

The number of unemployed clients in construction-oriented and forest industry occupations rose substantially during January and February, especially in the Kamloops and Vernon areas. There were also larger surpluses of clerical, catering, and hospitality workers at most centres. Depressed lumber prices, an early spring breakup period in logging, and the seasonal slowdown in construction and service industries were the main factors contributing to the rise in unemployment. In addition, there was a continuing influx of workers into the District, particularly from the Prairies.

However, surpluses were down slightly from the same period in 1969 at most centres. Individual occupations with an average of 200 or more persons seeking full-time employment during January-February 1970 are listed below:

Office clerks	Motorized vehicle repairmen
Bookkeepers-cashiers-tellers	Woodworking and sawmill trades
Office appliance and E.D.P. operators	Excavating-grading workers
Sales clerks	Carpenters
Salespersons, commodities	Construction labourers
Waitresses	Truck drivers
Cooks and kitchen workers	Material handlers and lumber pilers
Farm and ranch help	Loggers

North-Central District

The city of Prince George is now entering a period of growth which is qualitatively different to that of the mid-1960s. Population growth in the City is now projected at an annual average rate of about 4.5 per cent over the next few years, substantially below growth rates of previous years. Construction of facilities for the earlier population explosion appears to have largely caught up with requirements although low apartment vacancy rates indicate that further residential construction can be anticipated. The main point, however, is that future growth in Prince George and the immediate vicinity will now settle into a more stable pattern, based on the development of services to outlying towns such as Houston, Mackenzie and Quesnel. Significant sawmill and pulp-mill developments in these areas will generate large localized population increases which will serve to enhance the position of Prince George as a service and distribution centre.

Recent developments in the District during the period under review include the provincial government's approval of a referendum on \$6 million worth of hospital construction in the Fraser-Fort George Regional District. If this referendum passes, a 135-bed addition to the Prince George Regional Hospital and an 18-bed prefabricated hospital at Mackenzie should both be operational by 1973. Feasibility studies are also underway for a 40-bed hospital at Houston which will probably be prefabricated and would also be operational by 1973.

In other construction activity, British Columbia Forest Products Ltd. is now planning the first 200 units of a 400-unit housing development at Mackenzie to accommo-

date the expansion reported in the last issue of this Review. Also some \$3 million worth of school construction can be anticipated by September of this year to accommodate expanded student enrolment in the Prince George School District.

In the transportation and communications sector, the B.C. Telephone Company has announced plans for a \$9.5 million investment programme for its Northern Division. This will include building construction and improved technical facilities. Feasibility studies are now underway for an extension of the P.G.E. from Takla Lake up to Dease Lake, some 60 miles south of Cassiar. The provincial government has recently let contracts for construction of the final 20 miles of the road linking Stewart to Cassiar. With the completion of a bridge over the Nass River, there will be a road from Terrace to Watson Lake on the Alaska Highway which will contribute to the development of the north-western section of the District.

In the manufacturing sector, Tartan Brewing Ltd. of Prince George is planning a \$1 million expansion of its facilities. At Taylor, Peace Wood Products Ltd. is going into limited production on schedule with the setting up of temporary sawmill and planer facilities to handle accumulating log inventories. By the end of 1970 a modern sawmill and planer complex will be installed.

District labour markets moved into their normal winter slack during the period under review. But this winter, unemployment appears to have been running at slightly higher than usual levels. There appear to be three main reasons. In the first place, the late start of winter logging somewhat reduced cash flows in the District and slowed the growth of retail sales and service industry activity. However, with logging activity back to normal, this source of disturbance has now been largely eliminated. Secondly, poor lumber prices have caused a number of sawmill layoffs. Most industry spokesmen are pessimistic about the short-term future of the market. And thirdly there has been a higher flow of transient workers into the District this year. Some of this migration might be attributed to the cement workers' strike in Vancouver which has contributed to higher unemployment in the Lower Mainland and may have caused people to look for work elsewhere in the province. It is also possible that the District is experiencing an unusually large influx of workers from the Prairies as a result of low cash incomes in those provinces.

Occupational demand is primarily restricted to skilled trades including well-qualified sawmill and pulpmill millwrights, heavy duty mechanics, pipefitters, industrial electricians, and instrument mechanics. However, shortages are now running considerably below their mid-summer levels as a result of seasonal declines in economic activity, although shortages of machine trade occupations continue at a relatively high level.

In the Prince George area there has been some increase in the availability of persons with professional or university qualifications. There is a marked surplus of registered nurses, and also available are a number of teachers with varying levels of certification and persons seeking employment in personnel and office management. Many of these persons are adapted to living patterns in British Columbia outside of the Vancouver and Victoria areas.

Whitehorse CMC

Mining activity in the Yukon continues its strong expansion. On the basis of current performance, this sector will generate substantial increases in income and employment for the Territory over the next few years. In 1968 the total value of mineral production was \$2 million, an increase of 57 per cent over the previous year. But in 1969, the value of production from the Clinton Creek area alone approached the 1968 figure and it is expected that total production for the year will approach the \$50 million mark.

Announcements made during the period under review include the expansion by Cassiar Asbestos Corporation in northern British Columbia. This will permit an increase in production capacity from the present rate of 75,000 tons of fibre annually to 100,000 tons. Brameda Resources is now into the advanced stages of feasibility studies having completed thirty drill holes at the Casino property. Funds originally allocated for other projects have been directed to this development.

Reflecting the considerable volume of mining activity in the Territory, other economic indicators are also showing a strong performance. The value of building permits issued in the city of Whitehorse during 1969 was over \$5 million, a 25 per cent increase over 1968. The Whitehorse Builders Exchange expects this growth rate to continue. Retail sales over the Christmas period were 15 per cent higher than the same period last year.

Despite strong growth in the mining sector, labour markets in the Whitehorse area are now in their normal seasonal slack although unemployment appears to be considerably lower than last winter. The normal post-Christmas increase in the demand for female clerical personnel was experienced. This annual phenomenon is probably explained by higher turnover rates induced by seasonally lower female participation in the labour force and by the southward migration of persons who came into the area the previous spring.

At the end of February the number of clients registered for full-time employment at Whitehorse CMC is currently about one-half of last year's level. The flow of job vacancies notified at the CMC, a rough measure of labour demand, is approximately 20 per cent higher than last year and the flow of client registrations is only about 75 per cent of the comparable period in 1969.

DEMAND FOR LABOUR

Total employment in British Columbia was 792,000 in February 1970, an increase of 6.5 per cent from 744,000 twelve months earlier. The actual gain in employment was about the same for both men and women but the rate of gain for women was more than twice that for men. By age group, more than 40 per cent of the provincial increase in employment was accounted for by those between the ages of 25 and 44 although employment increased for all age groups. Total employment in Canada in February 1970 was only 0.9 per cent higher than in February 1969.

Employment in the province in February was 1.5 per cent higher than in January as job opportunities gradually increased after passing the normal seasonal low point. Again, most of the increase was in employment for women.

Unemployment in British Columbia in February 1970 declined moderately. The number unemployed was 57,000, equivalent to an unemployment rate of 6.7 per cent, which was only slightly above the Canadian rate of 6.5 per cent. For the province this was 0.6 percentage points lower than in the previous month and only very slightly higher than in February 1969. Unemployment for men was unchanged and for women was moderately lower. During the month of February the Canada unemployment rate increased by 0.4 percentage points. On a national basis most of the increase in unemployment was for men.

The unemployment rate in British Columbia moved closer to the national average in February. The provincial rate was 6.7 per cent as compared to the overall Canadian rate of 6.1 per cent. In January 1970 the British Columbia rate was closer to the rates in the Atlantic and Quebec Regions but by February 1970 the B.C. rate returned to about mid-way between the lower rates in the Prairies and Ontario and the higher rates in the Atlantic and Quebec Regions. The B.C. rate had been at about this mid-way point throughout most of 1969.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

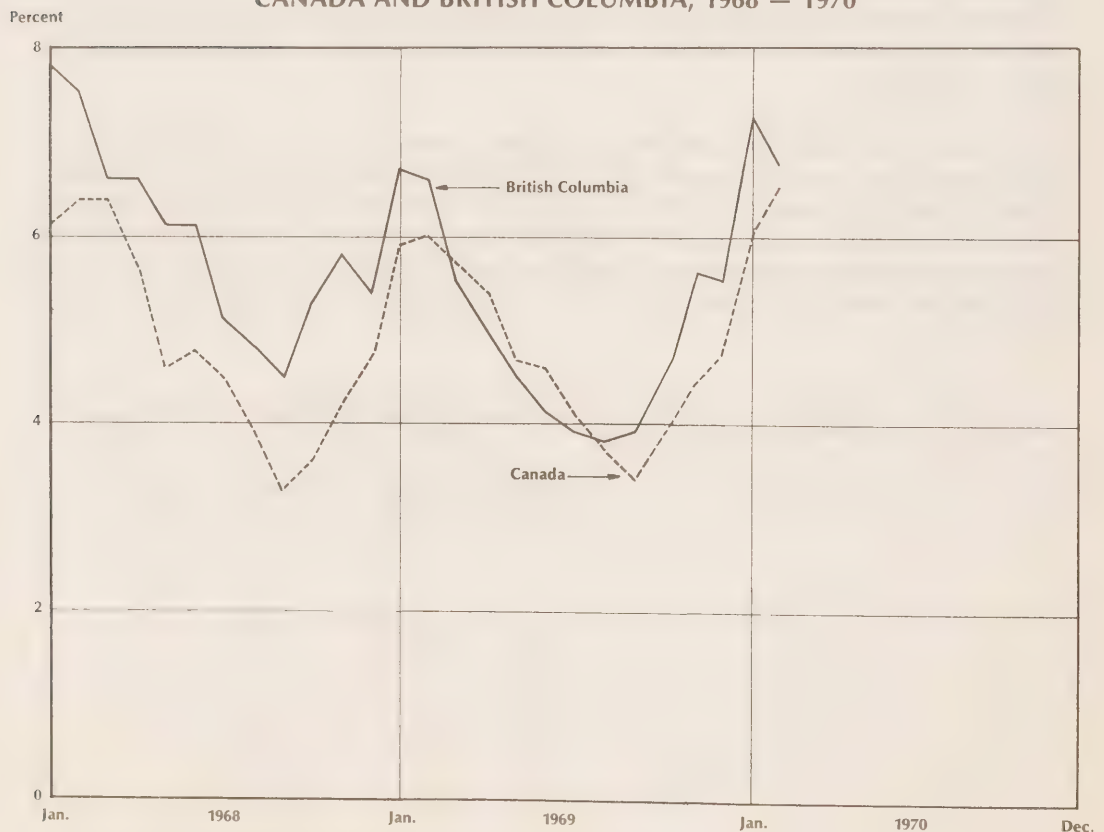
	February 1970 %	January 1970 %	February 1969 %
CANADA	6.5	6.1	6.0
Atlantic	11.0	10.0	10.5
Quebec	8.7	8.0	8.4
Ontario	4.5	4.2	3.9
Prairies	5.3	4.6	3.9
British Columbia	6.7	7.3	6.6

Source: The Labour Force, D.B.S., 71-001

The table and chart above compare unemployment rates in British Columbia with those for Canada and the other regions. More details of the provincial situation are shown in Chart A-1 and Table A-1 in the Statistical Appendix.

The most recent information on employees by industry for British Columbia is for the month of October 1969. Table A-2 in the Statistical Appendix presents the figures and shows the changes since October 1968. During the twelve months since then the total number of employees has increased by 47,500, a gain of 7.6 per cent. The industry showing the largest absolute and percentage gain, 11,700 or one-quarter of the total, was community, business and personal services; all of this increase was in the commercial services sector. Employment in trade increased by 10,700 or more than one-fifth of the total. These two industries together accounted for 47.1 per cent of the employment increase from October 1968 to October 1969.

Chart 1
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1968 — 1970

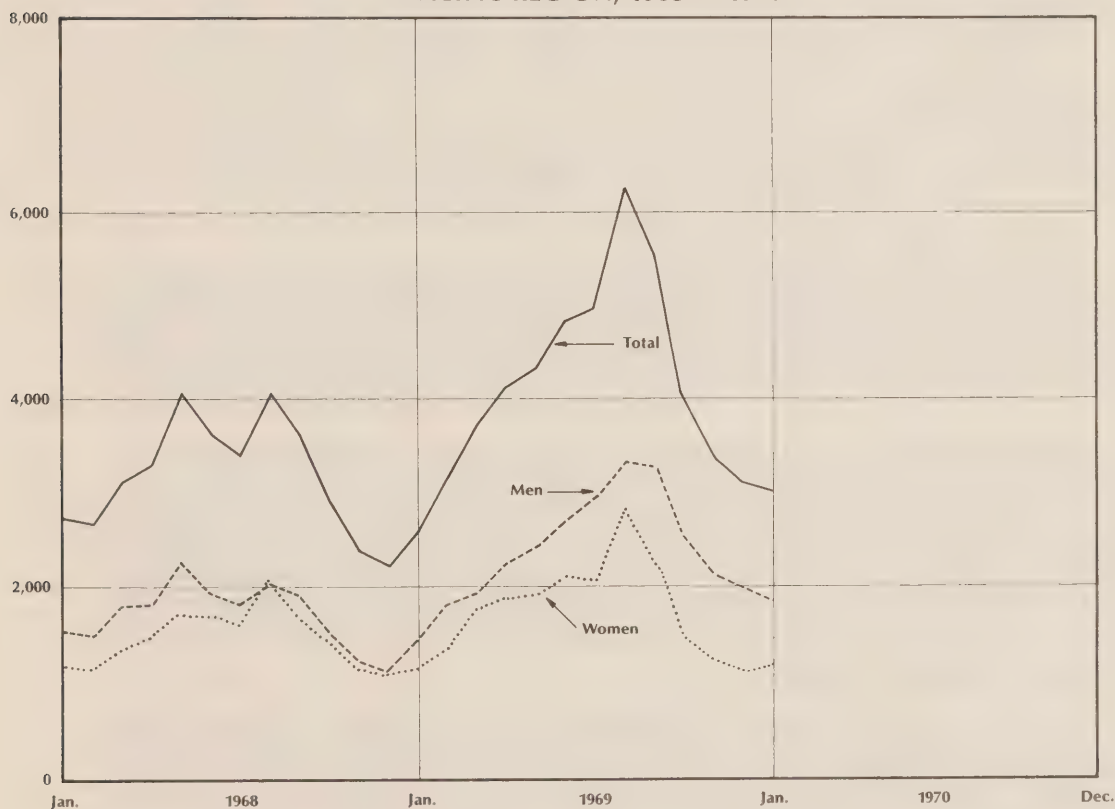


Source: The Labour Force, D.B.S., 71-001

Vacancies registered with Canada Manpower Centres in the Pacific Region provide an indication of current demand for labour by occupational group. The total number of vacancies registered at the month end was 3,026 in January 1970, 1,852 for men and 1,174 for women.

While total vacancies are about 17 per cent higher than one year ago, vacancies for men have increased by nearly 30 per cent while vacancies for women remained about the same. This continues the pattern of the past six months when the number of registered vacancies for men has been markedly higher than in the same month a year earlier whereas vacancies for women have been only fractionally higher.

Chart 2
MONTH-END VACANCIES
PACIFIC REGION, 1968 — 1970



Source: Department of Manpower and Immigration

The distribution of vacancies among the major occupational groups continues to follow the normal pattern with those for men more broadly dispersed than those for women. Vacancies for women were concentrated as usual in the two major occupational groups of Clerical-Sales and Services which together accounted for 88 per cent of the total at the end of January.

Table 3
MONTH-END VACANCIES BY OCCUPATIONAL GROUP
PACIFIC REGION — JANUARY 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	350	18.9	45	3.8
Clerical-Sales	302	16.3	522	44.5
Services	179	9.7	511	43.6
Farming, Fishing, Forestry and Related	29	1.5	—	—
Processing	106	5.7	31	2.6
Machine Trades	255	13.8	—	—
Bench Work	59	3.2	38	3.2
Structural Work	311	16.8	—	—
Miscellaneous	261	14.1	26	2.2
Not Specified	—	—	1	0.1
Total	1,852	100.0	1,174	100.0

Source: Department of Manpower and Immigration

Specific occupations for which suitable personnel are difficult to find and for which vacancies have remained unfilled for a period of thirty days are considered to be in persistent shortage. Information about these occupations in the Pacific Region during February is incorporated in the commentary below for each major occupational group.

In the PROFESSIONAL, TECHNICAL AND MANAGERIAL occupational group most of the vacancies registered were for men. One-half of these vacancies were in architecture and engineering occupations, mainly for occupations in civil, electrical, and mechanical engineering. One-third of the vacancies for men were in either administrative or line management occupations. More than one-half of the small number of vacancies for women in this occupational group were concentrated in the medicine and health occupational division but there were noticeably fewer job opportunities for registered nurses and medical technologists.

Only two occupations within the Professional, Technical and Managerial group were reported as having a significant number of persistent shortages during February. Mechanical draftsmen with sawmill experience were in short supply in the Vancouver area and licensed practical nurses were urgently required in Trail.

In the CLERICAL-SALES group of occupations close to two-thirds of the registered vacancies were for women and one-half of these were in the stenography, typing, and filing division. This includes such general office clerical occupations as correspondence, personnel, or file clerk and duplicating machine operator. There was also a rela-

tively large number of vacancies for stenographers and secretaries but virtually no demand for typists. Registered vacancies for male clerical personnel were mostly for occupations such as production, shipping, receiving, and stock clerks.

For those occupations in which shortages of personnel were reported in the Clerical section of the group, generally the demand was for fully experienced persons. The major shortages in the Clerical occupations during February were as follows:

- Senior secretaries (Vancouver, Prince George, Quesnel)
- Junior and intermediate stenographers (Vancouver, Whitehorse)
- Intermediate clerk-typists (Vancouver)
- Experienced key-punch operators (Vancouver, Cranbrook)
- Accounting clerks and bookkeepers (Vancouver)
- Experienced claims clerks (Vancouver)

In the Sales section of the group shortages of commission salesmen for insurance, securities and mutual funds were general throughout the Region.

In the SERVICES occupational group three-quarters of the vacancies were for women. Registrations were concentrated in domestic service occupations and for hostesses and waitresses. Most of the Services vacancies for men were for chefs and cooks, waiters, and miscellaneous food and beverage preparation and service occupations.

During February, as for past months, the largest shortage of Services workers in the Pacific Region continues to be in domestic service occupations. Demand for live-in maids, housekeepers and homemakers was strong throughout the Region. The only other shortage reported in the Services occupations was for cooks, generally for various locations outside the major population centres.

For the PROCESSING occupational group, more than three-quarters of the relatively small number of vacancies registered were for men. The largest number was for occupations concerned with the processing of paper and related materials. Coal washers experienced in handling non-ferrous concentrators were in short supply in the Cranbrook area. Virtually all the vacancies for women were for occupations concerned with the processing of stone, clay, glass, and related materials.

MACHINE TRADES occupational group vacancies were for men and two-thirds of these were for motorized vehicle and engineering equipment mechanics and repairmen. As for the past several months, the largest number of persistent shortages reported in the Region during February was for occupations in this group. In the majority of cases where persistent shortages were reported, the emphasis was on journeyman status together with B.C. trades qualification and specified experience.

Machinists were in short supply in the Vancouver, Vancouver Island, Central, and Northern Interior areas. There was a continuing shortage of auto mechanics throughout the Region and of heavy duty mechanics, particularly in the Northern In-

terior. Engineering equipment mechanics were in short supply for isolated northern locations and in the Cranbrook area and underground mechanics were required in the Fernie area. Millwrights were in short supply on Vancouver Island and in Central and Northern Interior areas.

Vacancies for the BENCH WORK occupational group were relatively few and 60 per cent were for men. Most of these were for occupations in the assembly and repair of electrical equipment and for occupations in the fabrication and repair of precision equipment. Registered vacancies for women were concentrated in fabrication and repair of textiles and most were for power sewing machine operators. The only significant persistent shortage of personnel was for experienced colour T.V. radio repairmen and servicemen for Vancouver, Penticton, Trail and Dawson Creek.

Registered vacancies in the STRUCTURAL WORK group of occupations were for men and 40 per cent of these were for construction occupations. Such vacancies were about evenly divided among the following occupations: carpenter; brick and stone masons and tile setters; plumbers, gas fitters, steam fitters; and miscellaneous non-craft construction occupations. Most of the remaining vacancies in the Structural Work group were divided among occupations in metal fabricating, in electrical assembling, installing and repairing, and in excavating, grading and paving.

Structural Work occupations for which personnel were in short supply are listed below (all required B.C.-recognized journeyman qualifications):

- Welders, combination (Vancouver, Trail, Cranbrook)
- Ship fitters (Vancouver)
- Auto body repairmen (Vancouver, Trail)
- Maintenance electricians (Vancouver, Campbell River, Trail, Cranbrook)
- Electronic mechanics (Vancouver)
- Pipefitters (Trail)
- Carpenters (Vancouver, Trail)

In the MISCELLANEOUS occupational group more than 90 per cent of the vacancies were for men. The three occupational divisions for which the largest numbers of vacancies were registered were extraction of minerals, logging, and packaging and materials handling. Heavy duty truck drivers with a minimum of two years' experience on 65-ton or larger trucks were in short supply in the Cranbrook area. Nearly all of the vacancies for women were in packaging occupations.

SUPPLY OF LABOUR

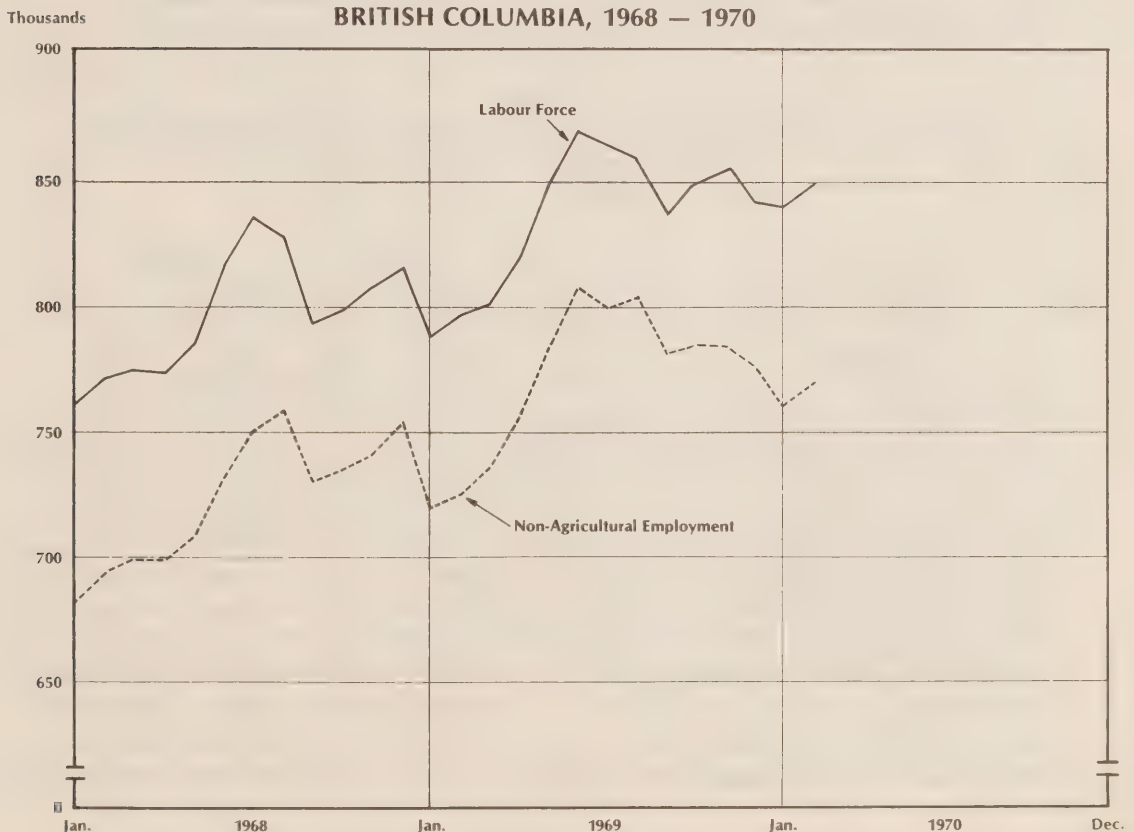
The British Columbia labour force increased from 841,000 in January to 849,000 in February. This February figure was 52,000 larger than a year earlier, an increase of 6.5 per cent. Men and women accounted almost equally for this twelve-month increase. But because men account for about two-thirds of the provincial labour force, the per-

centage increases were 4.4 for men and 11.1 per cent for women. Over the same twelve-month period the increase in the total Canadian labour force was only 1.6 per cent; the male component showed a gain of 1.6 per cent and the female component 1.4 per cent.

The large increase in the B.C. labour force reflects both substantial population growth and a continuous rise in the participation rate (labour force as a percentage of population over 14). During the twelve months to February 1970 the overall participation rate rose by 1.5 percentage points to 56.3 per cent. Again the increase in participation was much sharper for women than for men. Of course the high participation rates in the province, and particularly the marked increases last year, themselves reflect the employment situation which until recently was generally buoyant. While 1969 was marked by sharp increases in participation rates in British Columbia, the Canadian participation rate actually declined for men and increased only slightly for women.

The number of clients without employment and seeking full-time work registered with Canada Manpower Centres increased substantially in January, the latest month for which complete figures are available. This increase reflects the sharply higher rate

Chart 3
LABOUR FORCE AND NON-AGRICULTURAL EMPLOYMENT
BRITISH COLUMBIA, 1968 — 1970



Source: The Labour Force, D.B.S., 71-001

of unemployment experienced in the same month. In addition to the normal seasonal factors, current marketing problems in the forest industries and the effects of the cement workers' strike contributed to this unemployment increase. The extensive immigration to the province is probably another contributing factor.

Registrations for occupational groups such as Services, Structural Work, and Miscellaneous, where seasonal employment patterns are marked, will likely decrease over the next few months. However, the high cost of money and decreases in the number of projects planned are causing uncertainty in the construction industry. Adding to this uncertainty is the imminence of industry-wide labour negotiations in the spring. Forthcoming labour negotiations again make it virtually impossible to accurately assess the short-term employment outlook in the forest industry. The wood industries are oriented towards the export market and are strongly influenced by the level of construction activity in the United States. There is no sign of improvement in the present generally depressed lumber market and the outlook for the short-term future is uncertain.

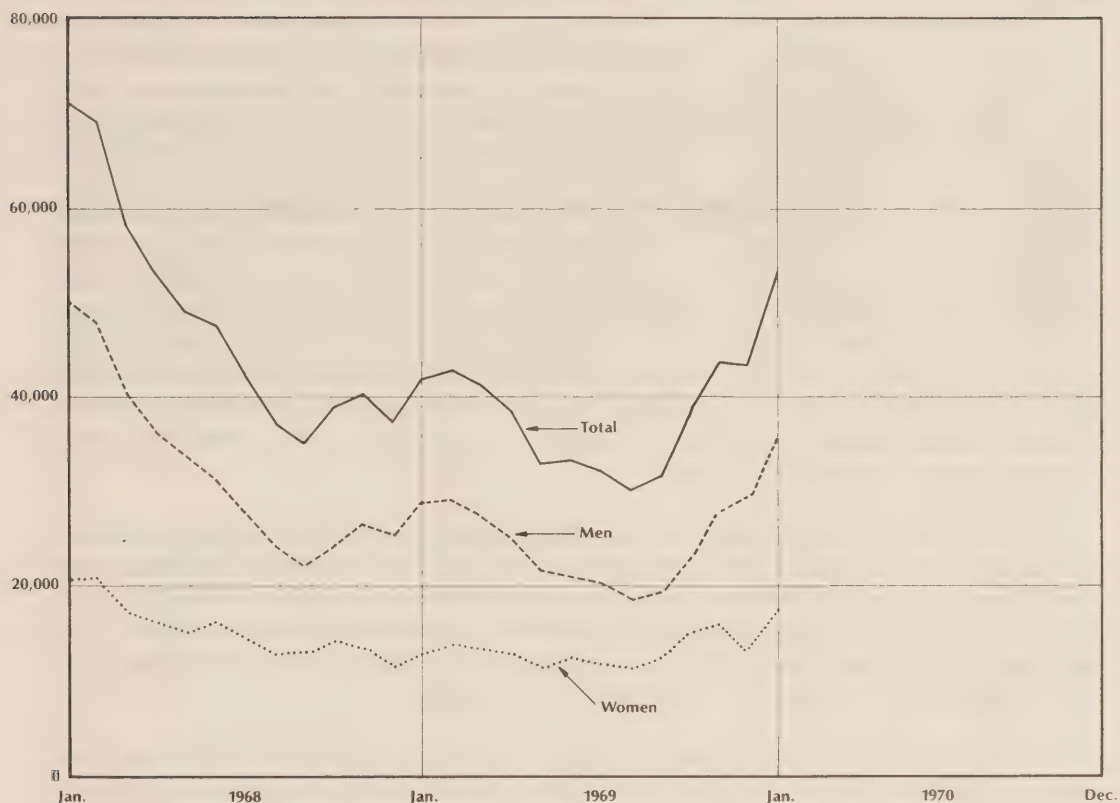
In January 1970 total clients without employment and seeking full-time work registered at Pacific Region CMCs numbered 53,648; of these 36,026 were men and 17,622 women. The distribution of clients among the nine major occupational groups showed the usual pattern. Male registrations, although more broadly dispersed, continued to show a high proportion in the Structural Work and Miscellaneous groups and female registrations were concentrated in the Clerical-Sales and Services groups.

Table 4
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING FULL-TIME WORK
PACIFIC REGION — JANUARY 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	2,965	8.2	838	4.8
Clerical-Sales	3,200	8.9	8,640	49.0
Services	3,446	9.6	4,491	25.5
Farming, Fishing, Forestry and Related	609	1.7	52	0.3
Processing	540	1.5	160	0.9
Machine Trades	2,808	7.8	48	0.3
Bench Work	399	1.1	285	1.6
Structural Work	9,761	27.1	12	0.1
Miscellaneous	7,728	21.4	784	4.4
Not Specified	4,570	12.7	2,312	13.1
Total	36,026	100.0	17,622	100.0

Source: Department of Manpower and Immigration

Chart 4
MONTH-END CLIENTS WITHOUT EMPLOYMENT
SEEKING FULL-TIME WORK
PACIFIC REGION, 1968 — 1970



Source: Department of Manpower and Immigration

In the PROFESSIONAL, TECHNICAL AND MANAGERIAL group of occupations male clients continue in the majority. Approximately two-thirds of male registrations were for three occupational divisions: architecture and engineering, staff and specialist management, and line management. Close to 60 per cent of the female clients were registered for occupations in either medicine and health or education. Surpluses of registered nurses, medical technologists and radiological technologists were reported to have persisted for almost a year. The number of clients registering in these occupations continues to increase but the demand is not expected to improve in the near future. Surpluses of recent university graduates with bachelor degrees in economics, geography, sociology, mathematics, physics, chemistry, biology and zoology were also reported.

Women clients continued to outnumber men in the CLERICAL-SALES occupational group. One-third of the women were registered for stenography, typing, filing, and re-

lated occupations, more than one-quarter for computing and account-recording occupations, and 15 per cent as retail sales clerks. Surpluses of stenographers, typists, and bookkeepers unable to meet employer hiring standards were reported. Male clients were registered in relatively large numbers for all occupational divisions within the group.

Close to 60 per cent of registrants in the SERVICES group were women. The largest number were registered for food and beverage preparation and service occupations with hostesses and waitresses forming a high proportion of the latter. Registrations for domestic service occupations account for 15 per cent of women clients. The above two occupational divisions included more than 60 per cent of all women registered in the Services group. In addition relatively large numbers of women were registered as cosmetologists, as hotel, restaurant, and institutional maids and housekeepers, as building cleaners, for laundering, dry cleaning, pressing, and dyeing occupations, and for miscellaneous personal service occupations such as stewardess, unlicensed hospital nurse aide, checkroom attendant, and child care attendant. The largest number of male clients was also registered for food and beverage preparation and service occupations; waiters, cooks, and chefs formed a high proportion of these. Other areas of work for which large numbers of male clients were registered were building cleaning and janitorial, protective, and personal attendant services.

The number of registrations for the PROCESSING group was relatively small and the majority of such clients were men. More than 85 per cent of male registrations were distributed among four divisions: occupations in ore refining and foundry work, processing of food and related products, processing of paper and related materials, and processing of wood and wood products. Nearly all of the female clients were registered for occupations in processing of food and food products.

Virtually all clients registered for the MACHINE TRADES group of occupations were men and 85 per cent were registered either as mechanics and machinery repairmen or for occupations in wood machining. More than 40 per cent of the small number of female clients were registered for paperworking occupations.

In the BENCH WORK group nearly 60 per cent of the clients were men. Registrations for three occupational divisions accounted for more than two-thirds of male clients: assembly and repair of electrical equipment, fabrication and repair of wood products, and fabrication and repair of textile, leather, and related products. Registrations for the latter occupational division included more than three-quarters of women clients.

The STRUCTURAL WORK occupational group accounted for more than one-quarter of all male client registrations. About 45 per cent of the group total were registered for non-craft construction occupations. In addition, relatively large numbers of clients were registered in each of the following occupational divisions:

Metal fabricating
Welders, flame cutters, and related
Electrical assembling, installing and repairing
Painting, plastering, waterproofing, cementing, and related
Excavating, grading, paving, and related
Carpenters and related
Plumbers, gas fitters, steam fitters, and related

Male clients formed a large majority in the MISCELLANEOUS occupational group. Forty per cent were registered for packaging and materials handling occupations and one-fifth for motor freight occupations. Other areas where there was a large number of male clients included transportation, logging occupations, and occupations in the extraction of minerals. More than one-half of women clients were registered for packaging occupations and more than one-third for miscellaneous transportation occupations such as dispatcher, ticket agent, and car-rental clerk. The current industrial dispute involving two major car-rental firms in the province probably accounts for the relatively large number of female client registrations in the latter category.

CANADIAN IMMIGRATION HISTORICAL REVIEW AND CURRENT POLICIES

Canada has been built by immigrants and its modern population consists almost entirely of immigrants or the descendants of immigrants. Historically, we have sought to increase our population in order to expand the domestic market, to lower per capita costs of government, transportation, and communications, to stimulate economic activity by providing new skills, ideas, and enthusiasm, and to support a higher level of cultural independence and creativity.

Canadian experience indicates that a substantial volume of immigration is highly desirable. But new population cannot be added haphazardly without regard to their means of subsistence or their effect on Canadian life. Over the years, Canada has tried to obtain as immigrants those who would be adaptable to Canadian life. And newcomers must be competitive in terms of education, training, skills, and personal qualities to establish themselves successfully. In earlier decades Canadian immigration programs gave particular attention to people with an agricultural background and made special efforts to attract those who would settle on the land. However, the qualities necessary for successful adaptation have changed over the years as the Canadian economy and society have changed.

This article will briefly trace the main historical outline of Canadian immigration. It will also bring the story up to date by describing the White Paper on immigration issued in 1966 and the new Immigration Regulations introduced a year later. While this article will look at Canada as a whole, a later article will examine the contribution of both immigration and inter-provincial migration to population growth in British Columbia.

The changing departmental structure of the federal government usually reflects the changing emphasis of public policy. For example, formation of the Department of Manpower and Immigration occurred in recognition of important changes which had taken place in the economic life of the country. It marked the first time that immigration policy became formally linked with manpower policy.

The existence in much earlier years of a separate department dealing with immigration was itself an indication of the special importance attached to the subject. It was also an implicit suggestion that immigration was good for Canada and that all that was required of policy was to encourage as large a number of immigrants as possible to come to this country. And for a long period of our history this was true. In the days when manpower requirements were primarily for farmers and for agricultural and forestry workers, many of the labourers who came to Canada were successful on farms, at first in Ontario and later in the Prairies.

Canada received by far the largest immigration in its history during the period from 1905, when the provinces of Saskatchewan and Alberta were formed, to the beginning of World War I. The peak year was 1913 when 402,000 immigrants arrived, 150,000 of them from Great Britain, 140,000 from the United States, and the remainder from Continental Europe.

The War created a break in the flow of immigration, from Britain until 1920 and from Europe until 1921. However, during this period economic development continued rapidly because of the tremendous demand for wheat and many American settlers came to locate on the Canadian prairies. In the later 1920s immigration reached a new peak with the settlement of the Peace River District and the northern areas of the Prairie provinces. Immigration was almost totally halted by the onset of the depression of the 1930s. In the ten years ending 1940, only 158,000 immigrants arrived compared with 1,230,000 in the preceding ten years.

Since the end of World War II there has been a resumption of heavy immigration. In the twenty-four years from 1946 to 1969 inclusive the number of immigrants arriving in Canada totalled 3,272,000. Although arrivals varied markedly from year to year, the annual average was over 136,000. The average number of immigrants arriving per year was 154,000 in the fifties and 137,000 in the sixties. The past six years of almost uninterrupted economic expansion have been accompanied by consistently high immigration averaging 171,000 a year. The three years 1966 to 1968 alone saw 607,000 arrivals, more than in any other three consecutive post-war years. And the total of 161,500 in 1969 was not far below that three-year average.

A striking feature of the history of Canadian immigration has been the very large flows of population out of the country as well as in. During the one hundred and ten years from 1851 to census of 1961 a total of 8.7 million immigrants were admitted but 7.0 million people left the country. Thus the net contribution of immigration to Canada's population growth has been far smaller than one might expect from figures of immigration alone. It appears that many immigrants to Canada simply used the country as a back-door to the United States and moved as soon as an opportunity presented itself. In addition many native-born Canadians moved south.

In each of the last four decades of the nineteenth century Canada actually had negative immigration and this was repeated between 1931 and 1941. But with the single exception of that decade, Canada has made considerable net gains from immigration during this century. However, even in the period between the censuses of 1901 and 1921, when Canada gained 3.3 million immigrants, she also lost 2.4 million through emigration. By contrast, in the decade 1951 to 1961, when immigration was only slightly lower than in either of the first two decades of the century, losses through emigration totalled only 460,000. And although one cannot be certain until the 1971 census results are available, it seems probable that emigration during the present decade will be still lower.

Migration to or from Canada at any time is affected by both domestic economic conditions and conditions abroad. The current state of the domestic economy seems to have the most impact, and during periods of decline in economic activity immigration has tended to fall and emigration to increase. But although immigration and economic activity tend to move in the same direction, the two movements do not coincide. The main reason for this is that the immigration process (selection, medical examination, documentation and transportation) causes a time lag. Moreover, seasonal unemployment in Canada discourages arrivals during the winter months.

Quite apart from the social and cultural effects, immigration has a number of features which contribute to economic expansion. For example, immigrants arrive with a minimum of possessions and consequently have a relatively high propensity to consume. Moreover, as many immigrants possess skills which are scarce and as they tend to be more mobile than native-born workers, they fill important gaps in the economic structure. Immigration has made a major contribution to the national objectives of maintaining a high rate of population and economic growth. It is doubtful that Canada could sustain this high rate of growth without a substantial continuing flow of immigrants.

The Economic Council has emphasized the contribution of immigrants to Canada's growth in the post-war period and particularly their key role in helping to meet the demand for professional and highly skilled manpower. The 1961 census revealed, for example, that post-war immigrants accounted for one of every three architects, mechanical engineers, draftsmen, and physical and occupational therapists; one of every four civil and electrical engineers and physical scientists; and one of every five chemical engineers and medical doctors. As immigrant workers are trained abroad, Canada has benefitted from the skills which these and other immigrants have acquired abroad at no cost to the Canadian taxpayer.

But Canada's post-war immigration has by no means been geared exclusively to considerations of economic gain. More than 300,000 displaced persons and refugees have been admitted since 1945, over 10 per cent of the post-war total.

There has been general agreement during the post-war years that Canada needed immigrants. But there was also awareness that the type of immigrant who could successfully be absorbed by the more highly industrialized post-war economy was very different to the earlier relatively unskilled immigrant. Widespread recognition that the Immigration Act, last substantially amended in 1952, no longer served national needs adequately led the government to produce a White Paper on immigration policy in October 1966.

Intended to assist public discussion, the White Paper provided both an analysis of immigration problems and a statement of principles and policies which the government believed should be embodied in new legislation. The general principles of the White Paper were accepted as the basis for policy although some of the specific proposals were modified. Later new Immigration Regulations were introduced which spelled out the principles which now govern the selection of immigrants.

The three main features of the White Paper were that it was expansionary, that it was non-discriminatory, and that it sought to establish a new balance between the claims of family relationships and the economic interests of Canadians as a whole.

The White Paper re-stated Canada's needs for immigrants but emphasized that their selection must be more directly related to the underlying requirements of the Canadian economy. In practice this means that there must be a reasonable balance between those who bring valuable skills to the labour force and those who do not join the labour force. The White Paper also gave expression to the ideal of truly non-discriminatory policies which could result in well-qualified immigrants from new sources in addition to the long-established ones. The third main feature of the White Paper was the attempt to establish a rational balance between those entering and those not entering the labour force. This lead directly to the important subject of sponsorship which many people saw as the heart of the new proposals. By sponsorship is meant the ability of Canadian residents to bring their relatives to this country.

A Joint Committee of the Senate and House of Commons was established to study and report upon the White Paper. When it became evident that many representatives of the Canadian public had reservations about details of the White Paper, the Minister of Manpower and Immigration presented new proposals in April 1967. After being considered by the Committee, the proposals led in turn to new Immigration Regulations introduced in October 1967.

The new proposals, now embodied in the current Regulations, established a compromise on the difficult question of sponsorship. The sponsorship of dependents has always been publicly accepted — when an immigrant is accepted to come and work in Canada, he should automatically be entitled to bring his dependents. But the extension under the former regulations of sponsorship to more distant non-dependent relatives had created serious problems.

The new regulations make a distinction between dependent and non-dependent relatives. They recognize the right of an immigrant to bring his dependents to Canada. But sponsorship of non-dependent relatives is a privilege and not a right, and one that is limited to citizens and permanent residents of Canada. The categories of non-dependent relatives who could be sponsored were broadened by the new regulations and there is now a clear distinction between relatives entering the labour force and dependents. Thus there are three categories of immigrants — sponsored dependents, nominated (non-dependent relatives), and independent applicants (who are neither sponsored nor nominated).

Whereas the previous regulations defined only in very general terms who was admissible to Canada, the new ones describe in detail the principles involved in the selection of immigrants. They also spell out the nine factors which will be taken into account in assessing potential immigrants and the relative weighting of the factors.

These factors of assessment, with the maximum number of units shown in brackets, are as follows: education and training (20 assessment units); personal assessment (15 units); occupational demand (15); occupational skill (10); age (10); arranged employment (10); knowledge of English and French (10); a relative in Canada (5); and employment opportunities in area of destination (5).

The first five factors in the assessment apply to both independent applicants and nominated relatives and the last four apply only to independent applicants. This distinction recognizes that the nominated relative would be receiving positive assistance from his nominator in making his adjustment to Canadian life and this would compensate for the last four factors.

To qualify for admission an independent applicant will normally have to obtain 50 of the maximum 100 assessment units. The objective of the selection standards is to assure universality of application in different areas of the world by different interviewing officers. Their major purpose is to select immigrants who can make a successful adjustment to life in Canada and so contribute to Canada's economy.

Dependents are defined for immigration purposes as wife or husband, fiancé(e), unmarried children under 21, parents and grandparents over 60 (or younger if widowed or unable to work), and orphaned brothers, sisters, nephews, nieces, and grandchildren who are under 18. Nominated relatives may include sons and daughters over 21, married sons and daughters under 21, brothers and sisters, parents and grandparents under 60, nephews, nieces, uncles, aunts, and grandchildren.

This brief description of the Regulations is far from exhaustive as it aims only to show their broad intent. There remains ample provision for dealing with exceptional and compassionate cases but, in general, the requirement remains that those admitted to Canada be in good health and of good character.

A sponsor whose application for a dependent is refused has the right of appeal to an Immigration Appeal Board. This Board, which is a Court of Record, is entirely separate from the Department of Manpower and Immigration and has authority to enforce its own orders.

The general intention of the new Immigration Regulations was summarized by the Honourable Jean Marchand, then Minister of Manpower and Immigration, before Parliamentary Committee on Immigration in April 1967 as follows: "With these policies and procedures, I believe we can abolish discrimination, pay more regard to the claims of family relationship, act both with greater efficiency and with greater compassion than in the past, and serve the manpower needs of our growing Canadian economy through an expansionist immigration policy."

STATISTICAL APPENDIX

LABOUR FORCE, EMPLOYMENT, UNEMPLOYMENT

INDUSTRY INDICATORS —

- Forestry
- Construction
- Mining
- Trade

Chart 5
LABOUR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BRITISH COLUMBIA, 1965 — 1970



Table A-1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	February 1970	January 1970	February 1969	Change February 69/70
	(Estimates in Thousands)			%
POPULATION (14 and over)				
Men	749	747	723	+ 3.6
Women	760	757	732	+ 3.8
Total	1,509	1,504	1,455	+ 3.7
LABOUR FORCE				
Men	569	565	545	+ 4.4
Women	280	276	252	+ 11.1
Total	849	841	797	+ 12.2
EMPLOYED				
Men	526	522	503	+ 4.6
Women	266	258	241	+ 10.4
Total	792	780	744	+ 6.5
Non-Agriculture	770	761	725	+ 6.2
Agriculture	22	19	19	—
UNEMPLOYED				
Men	43	43	42	—
Women	14	18	11	—
Total	57	61	53	—
UNEMPLOYMENT RATE				
	6.7	7.3	6.6	—
*PARTICIPATION RATE				
Men	76.0	75.6	75.4	—
Women	36.8	36.5	34.4	—
Total	56.3	55.9	54.8	—

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, D.B.S., 71-001

Table A-2

EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	October (P) 1969	September 1969	October 1968	Change October 68/69
	(Estimates in Thousands)			%
Forestry	23.9	24.8	19.6	+ 21.9
Mines, Quarries and Oil Wells	11.3	11.4	9.8	+ 15.3
Manufacturing				
Durables	79.5	79.8	72.2	+ 10.1
Non-Durables	54.2	55.2	52.4	+ 3.4
Total	133.7	135.1	124.7	+ 7.2
Construction	45.6	46.8	39.0	+ 16.9
Transportation, Communication, and Other Utilities	79.1	80.7	78.0	+ 1.4
Trade	118.3	117.7	107.6	+ 9.9
Finance, Insurance, and Real Estate	29.9	29.9	29.1	+ 2.7
Community, Business, and Personal Services				
Commercial Sector	86.2	87.7	73.9	+ 16.6
Non-Commercial Sector	103.4	103.6	104.0	— 0.6
Total	189.6	191.3	177.9	+ 6.6
Public Administration and Defence*	40.4	40.8	38.5	+ 4.9
Total	671.8	678.4	624.3	+ 7.6

(P) Preliminary

Defence excludes non-civilian employees

Note

There is a substantial difference between the total in Table 6 above and the labour force estimate of total employed shown in Table 5. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to *employees* whereas the estimate of total employed in Table 5 includes all persons who had a job, both *employees* and *others*. In addition, Table 6 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-3
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

			Latest Month		Year to Date	
	Unit	Latest Month	Amount	Change 68/69	Amount	Change 68/69
				%		%
PRODUCTION						
Timber Scaled	M.cu.ft.	December	192,691	+ 41.9	1,890,052	+ 11.0
Lumber Sawn	M.f.b.m.	December	640,100	+ 3.9	7,723,800	— 1.4
Plywood Production	M.sq.ft.3/8"	December	155,000	+ 7.6	1,922,000	+ 4.1
Paper Production	Tons	December	156,000	+ 16.4	1,908,000	+ 11.8
Pulp Production	Tons	December	418,000	— 6.1	4,850,000	+ 10.5
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	December	146.19	+ 9.2		
Saw, Shingle and Planing Mills	\$ per week	December	131.29	+ 5.2		
Veneer and Plywood Mills	\$ per week	December	123.89	+ 0.3		
Pulp and Paper Mills	\$ per week	December	174.87	+ 7.3		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	December	3.50	+ 7.0		
Veneer and Plywood Mills	\$ per hour	December	3.56	+ 4.7		
Pulp and Paper Mills	\$ per hour	December	4.15	+ 7.2		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	December	35.9	— 1.6		
Veneer and Plywood Mills	Hours	December	33.0	— 6.0		
Pulp and Paper Mills	Hours	December	40.4	+ 0.2		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	December	115.0	+ 12.2		
Saw, Shingle and Planing Mills	Index	December	109.8	+ 0.3		
Veneer and Plywood Mills	Index	December	125.0	— 0.6		
Pulp and Paper Mills	Index	December	158.2	+ 6.5		

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month	Latest Month Amount	Change 68/69 %	Year to Date Amount	Change 68/69 %
Building Permits	\$'000	December	30,300	— 3.2	637,000	+ 16
Housing Starts	Units	December	1,493	+ 44.4	22,936	+ 18
Housing Completions	Units	December	1,801	+ 13.1	18,203	— 1
AVERAGE WAGES AND SALARIES						
Building	\$ per week	December	167.29	+ 25.6		
Engineering	\$ per week	December	170.05	+ 9.2		
AVERAGE EARNINGS						
Building	\$ per hour	December	5.27	+ 19.0		
Engineering	\$ per hour	December	5.18	+ 4.4		
AVERAGE WEEKLY HOURS						
Building	Hours	December	31.0	+ 11.9		
Engineering	Hours	December	30.0	— 2.0		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	December	200.9	+ 28.6		
Engineering	Index	December	79.2	— 19.6		

Source: Building Permits, D.B.S., 64-001.

Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.

Man-Hours and Hourly Earnings, D.B.S., 72-003.

Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

	Unit	Latest Month	Latest Month Amount	Change 68/69 %	Year to Date Amount	Change 68/69 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs	December	11,766	— 7.6	163,910	— 0.4
Molybdenum Shipments	'000 lbs	December	2,312	— 2.0	27,261	+ 39.7
Lead Shipments	'000 lbs	December	24,268	+ 22.4	210,536	— 9.6
Zinc Shipments	'000 lbs	December	31,842	+ 8.4	297,556	+ 3.6
Crude Oil Production	'000 bbls	December	2,230	+ 10.9	25,310	+ 14.3
Natural Gas Production	M.cu.ft	December	31,434	+ 12.2	316,177	+ 16.0
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	December	162.19	+ 6.4		
Average Earnings	\$ per hour	December	4.03	+ 7.2		
Average Weekly Hours	Hours	December	39.1	+ 2.6		
*EMPLOYMENT INDEX (1961 = 100)	Index	December	133.8	+ 8.3		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Man-Hours and Hourly Earnings, D.B.S., 72-003.

Table A-6
ECONOMIC INDICATORS — B.C. TRADE

	Unit	Latest Month	Latest Month Amount	Change 68/69 %	Year to Date Amount	Change 68/69 %
TRADE						
Exports through B.C. Ports	\$'000	December	235,000	+ 22.4	2,289,000	+ 1.8
Imports through B.C. Ports	\$'000	December	112,000	+ 36.6	1,136,000	+ 22.2
Exports through Vancouver	'000 tons	December	1,689,000	+ 36.1	16,165,000	— 6.0
Imports through Vancouver	'000 tons	December	430,000	— 18.7	6,916,000	— 0.8
Retail Sales	\$'000	November	265,900	+ 3.0	2,712,800	+ 8.3
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	December	133.55	+ 8.6		
Retail	\$ per week	December	97.16	+ 9.2		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	December	139.8	+ 11.0		
Retail	Index	December	172.0	+ 7.8		

Source: Retail Trade, D.B.S., 63-005.
Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	66B Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	Federal Building, 27 Fifth Street	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Hope	308 Wallace Street	869-5722
Kamloops	345 Third Avenue	372-2515
Kelowna	336 Leon Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	549 Columbia Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street	562-2161
Prince Rupert	214 Third Street	624-6231
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	542-5617
Victoria	1415 Vancouver Street	385-6711
Whitehorse, Y.T.	P.O. Box 1798, Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Avenue	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver City College, 951 West 12th Avenue	736-7929
Victoria	University of Victoria, 2246 McCoy Road	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Paterson	Via P.O. Box 639, Rossland	362-5940
Prince George	P.O. Box 399, Federal Building, 1323 Fifth Avenue	564-5818
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6223
Sidney	P.O. Box 492, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government Street	385-2467

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Manpower Consultant 1155 West Pender Street	683-6971
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Foreword

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Table 1
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

				Per Cent Change	
	Unit	Latest Month	Amount	Previous Month	Latest Month 69/70
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	February	136.08	+ 0.9	+ 8.7
Average Earnings	\$ per hour	February	3.63	+ 0.3	+ 7.1
Average Hours	Number	February	37.4	- 0.5	- 1.6
PRODUCTION					
Value of Factory Shipments	\$'000	February	304,200	+ 5.0	+ 0.8
Lumber Sawn	M.f.b.m.	February	650,400	+ 3.8	+ 1.2
Paper Production	Tons	February	155,800	+ 4.0	+ 9.6
Pulp Production	Tons	February	407,900	+ 2.8	+ 15.2
Fish Landed	\$'000	March	415	+ 21.3	+ 2.2
INTERNAL TRADE					
Retail Sales	\$'000	February	215,857	- 12.0	+ 3.7
Electric Power	Million kwh	February	2,192	- 10.8	+ 4.6
Sales of Life Insurance	\$'000	December	81,340	+ 0.2	- 3.6
Gasoline Consumed	'000 gal	February	40,100	- 1.0	+ 11.4
Tourist Permits	Number	February	52,600	+ 11.4	+ 33.8
CONSTRUCTION					
Building Permits	\$'000	March	42,700	+ 8.7	- 31.9
Housing Starts	Units	March	1,591	+ 35.2	- 22.7
Housing Completions	Units	March	1,237	- 36.8	+ 23.0
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	February	182,400	- 30.0	- 2.7
Imports through B.C. Ports	\$'000	February	99,300	+ 3.9	+ 21.8
INDEXES					
Vancouver Consumer Price Index	Index	March	121.8	+ 0.3	+ 3.6
B.C. Index of Employment (Industrial Composite)	Index	February	137.1	- 0.1	+ 6.9

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Dominion Bureau of Statistics, Ottawa.
Bureau of Economics and Statistics, Victoria.

GENERAL REVIEW

The slowdown in the rate of increase of economic activity in Canada and the United States which developed during the course of 1969 has continued. The U.S. economy appears to have completed its second consecutive quarter without any real growth and in the first quarter of 1970 there seems to have actually been a slight decline in their economic activity.

In Canada the underlying trend does not appear to have weakened as much as in the United States. So far in 1970 real growth has continued though probably at a slower rate than in the second half of last year. There has been a marked weakness in the housing and automobile sectors of the economy. But this appears to have been more than offset by other sectors of demand, including an unusually strong export performance in the first quarter.

In both economies the amount of slack has been tending to increase but, again, the change has been less pronounced in Canada. In the United States, where unemployment had remained at a relatively low level until the fourth quarter of last year, the seasonally-adjusted rate moved up quite sharply in March 1970 to the highest level in five years. In Canada, the slowing of growth in output was at first accompanied more by a slower growth in the labour force than by a marked increase in unemployment. Now, however, unemployment is moving up. Although the actual rate has remained fairly steady at about 6.6 per cent for the last three months, there has been a continuous increase in the rate after allowing for the normal seasonal influences. At 5.6 per cent in April 1970, the Canadian seasonally-adjusted unemployment rate is higher than it has been since the early months of 1963.

In British Columbia the trend of unemployment has been somewhat distorted by industrial disputes. In April the B.C. unemployment rate was 6.6 per cent, the same as the Canadian rate. But there has not been the same steady increase recently in the seasonally-adjusted rate for British Columbia as for Canada. Moreover, although higher than in the early months of last year, the B.C. seasonally-adjusted rate in the first four months of 1970 has been slightly lower on average than in the same months of 1968.

This behaviour of the unemployment rate in British Columbia reflects the continuing gains made by most physical indicators of business activity in the province. In the early months of the year the B.C. economy continued to advance, with the forest and mineral industries in particular registering good gains. There was, however, a general downtrend in building activity as the construction industry headed towards the negotiation of new union contracts.

At present the unsettled labour relations outlook casts an uncertain shadow over the British Columbia economy. Although the newspaper strike, after a period of three months, has reached a final settlement, other important industries are severely affected by disputes. Much of the construction industry is shut down by the combined effects of a teamsters' strike against the concrete industry and the lockout of nine construction unions by the Construction Labour Relations Association. Early in May captains and engineers went on strike to enforce demands over safety and manning requirements in the towboat industry. And commencing June 15 contracts expire covering workers in the logging, manufacturing, and pulp and paper sectors of the B.C. forest industry.

The latest annual survey of the investment outlook for the province has recently been released by the federal Department of Industry, Trade, and Commerce. This shows that capital spending plans for 1970 involve total outlays of \$2.4 billion, 6.5 per cent more than the \$2.2 billion spent in 1969. This follows a year when expenditures rose 10.9 per cent.

The sectors showing the largest 1970 increases are utilities, institutions, government departments, and manufacturing. Primary industries and housing are expected to show so small a dollar increase that a decrease in the absolute volume is implied, while the trade, finance, and services sectors anticipate a moderate decrease in investment in 1970. The survey provides a breakdown of capital expenditures between construction and machinery and equipment. Indications are that spending for new construction will rise by about 11 per cent and that machinery and equipment outlays will be down 2 per cent.

It is difficult to know how to interpret the results of the survey which was conducted at the turn of the year. The business climate has turned more pessimistic since then and plans may have been revised downwards. Moreover, dollar estimates of construction cannot easily be translated into employment terms because of the continuing escalation of costs. It seems clear, however, that construction manpower requirements in B.C. in 1970 will not exceed the 1969 total.

The survey indicates capital spending in British Columbia will show about the same growth as in the Atlantic provinces and Quebec. In Ontario a rise of 14 per cent is indicated and in the Prairies outlays are not expected to exceed those of last year.

DISTRICT DEVELOPMENTS

Metro Vancouver District

For the first time in several years Metro Vancouver's employment situation failed to improve following the seasonal slack period of January and February. Apart from the effects of anti-inflation measures, another important factor influencing the outlook is the lack of progress in current labour negotiations. These involve the construction, forestry, manufacturing, and transportation sectors of the economy. Only the service industries are expected to show any sizeable employment increases during the next few months as they prepare to handle the summer tourist trade.

Because of the uncertain outlook many firms have reduced staff or have held off hiring replacements and others have postponed expansion plans. Reflecting the current situation fewer job vacancies were notified by Metro Vancouver employers during March than in the same month a year ago. Contrary to the usual pattern, both the level of employment and the extent of labour force participation showed declines in the first quarter. These developments place students seeking summer employment in an especially difficult position compared to last year.

While there was a 16 per cent first quarter increase over last year in the average number of service industry vacancies notified during the month, other sectors showed declines in the same comparison. Construction vacancies were down by 30 per cent, manufacturing 14 per cent, trade 11 per cent and finance, insurance and real estate 6 per cent.

A shrinking volume of work, rising overhead costs and a shortage of credit are some of the difficulties facing the District's construction industry at the present time. Building permits issued in Greater Vancouver in the first quarter of 1970 were about 24 per cent below last year. Compared to last year the March total was 42 per cent lower. First quarter housing starts in the District were about 20 per cent fewer than in 1969. Adding to the industry's problems are the difficult labour negotiations now underway. Eight major unions are involved in a lockout by the Construction Labour Relations Association, the representative of 600 employers. It is also likely that the Carpenters' union will become involved following expiry of their contract on April 30. A further complication is the possibility of a cement shortage resulting from the Teamsters' strike against two of the largest suppliers. One bright spot in the industry's future, considering the number of delayed or postponed projects, is the apparent demand for building that is awaiting settlement of labour disputes, and the easing of mortgage rates.

Declines in manufacturing employment are attributed mainly to a lower level of activity in the wood, transportation equipment, and metal fabricating industries. At Burrard Drydocks, the District's major shipbuilding and repair facility, 130 were laid off in March and an additional 200 lay-offs are expected as remaining projects are completed.

While the newspaper strike has been settled, other developments affecting the economy are the recently called towboat strike. Because such industries as pulp and paper, mining, fish canning, and sawmills are dependent upon towing for the movement of raw and processed materials, the ultimate employment effects could become widespread. Particularly in the port of Vancouver the absence of tugs could slow down activity. Adverse effects of the newspaper strike were most noticeable in retail trade.

At the end of March the number of job vacancies registered with Canada Manpower Centres in Metro Vancouver was only 13 per cent above the February total. This compares to a 16 per cent increase in the same period last year. More than 78 per cent of these vacancies were in three occupational groups: Professional, Technical and Managerial, Clerical and Sales, and Service occupations. Of the total number of clients registered for full-time employment, about 57 per cent were in these occupational groups. Structural occupations, reflecting conditions in the construction trades, had the largest numerical increase in clients seeking employment compared to last year.

Although there is generally an over-supply of qualified manpower in most occupational categories, a number of persistent shortages are reported. A significant number of the shortages were in such Professional and Technical occupations as computer programmers, programmer analysts, mechanical engineers, and mechanical draftsmen. All of the positions required specialized knowledge and extensive experience. Except for graduates in geology, the general demand for new university graduates to fill training positions was well below last year.

Almost 67 per cent of the registered clients seeking full-time employment in Metro Vancouver at the end of March were male. The largest proportion were in the 25-44 age group, and this group's share of the total has tended to increase. There is also an increasing trend for the 20-24 age group whereas a decreasing trend appears for the under 20 age group and for older workers.

Vancouver Island District

The District economy is feeling the combined influence of current anti-inflationary policies and the uncertainties arising from actual or prospective industrial disputes. The construction and forest industries are particularly affected but the influence is also being felt by the services and trade sectors. Although the pulp and paper mills are working at a high level, sawmill activity is quite varied. No major industrial developments were announced during the months of March and April.

Construction activity was increasing in the Greater Victoria area in March and in some centres further north. But in April, following the Construction Labour Relations Association's lockout of seven building trade unions, activity fell off sharply. Residential building activity is much influenced by the unusually large number of unsold units in the Victoria area. Even before the lockout commenced, several CMCs in the District were reporting some surpluses among the various construction trades.

Although the demand for lumber and plywood has not been as active as last year, firms in the Victoria area have been maintaining a steady work flow. The large sawmills outside the Victoria area have been working fairly steadily but many of the smaller units have experienced some curtailment of their activity. Operation of a new machine at Powell River started in April. When production is on a steady continuous basis, it is expected to give employment to 250 men.

In the logging sector work in the woods in most areas was back to normal although a few small operations were still idle. Some double shifting was being carried on but not nearly as extensive as last year. The small surplus of qualified workers reported in some CMC areas in March disappeared in April when there was strong demand for skilled trades such as heavy duty mechanics and grapple operators, and for boat and boommen. There is, however, no call for entry workers.

In Victoria the local dockyard continues to employ a large number of workers on refit work. One of the two shipyards has a fair amount of work on hand but the other has completed most of the work and has reduced its staff to a minimum. The various machine shops in the area are maintaining a steady volume of work and expect no changes in the next few months. In Nanaimo, however, the machine trades are in a depressed state and there is a surplus of machinists and welders. No improvement is expected in the immediate future.

Restaurants, hotels, and tourist attractions in the Victoria area report that business is showing an increase over last year and pre-season bookings indicate that 1970 should be a bumper tourist year. At most of the centres up the Island preparations are under way in the local hospitality industry for the summer tourist season.

Okanagan-Kootenay District

A moderate improvement in the District's economy occurred during March associated with the seasonal upturn in construction, service, and trade, combined with a strong demand for refined lead and zinc. Both lumber manufacturing and agricultural activity picked up in April and the service, trade, and primary metals (lead and zinc) sectors continued to show strength. However, construction slowed appreciably as the province-wide lockout by the Construction Labour Relations Association halted work at nearly all major projects in the District.

Proposed new sawmill projects in the Penticton and Trail CMC areas highlighted District developments during the period. Northwood Mills Ltd., a subsidiary of Noranda Mines, plans to spend \$9 million on construction of small-wood sawmills at Okanagan Falls and Princeton. Boundary Sawmills Ltd., recently taken over by a major American west coast forest products concern, intends to add another "side" to its sawmills at Grand Forks and Midway. Almost 500 new jobs will be created directly in lumber manufacturing and logging when production commences in 1971, which in turn should generate close to 750 other employment opportunities in construction, trade, service, and transportation.

Both projects will be receiving federal government assistance. The Northwood mill qualifies for aid under the old Area Development Program providing construction is completed by March 31, 1971, while the Boundary Sawmills expansion will receive financial grants under the incentives scheme recently instituted by the Department of Regional Economic Expansion.

Overall employment rose appreciably during March and April, reflecting seasonal activity in the construction and service industries and increased production of lead and zinc at the Cominco smelter at Trail. In spite of depressed lumber prices a few sawmills recalled crews during April but this additional hiring was largely offset by lay-offs of loggers for the spring breakup. Gains in employment were also recorded in glass manufacturing as the Consumer Glass plant near Vernon continued their staffing program. Recruiting for new shopping centres at Kamloops and Cranbrook provided the main impetus to employment growth in the trade sector.

The gradual buildup of production crews at Kaiser Resources coal mine east of Fernie continued during the period, contributing in part to creation of additional employment opportunities in transportation. However, closure of Utica Mines Ltd., a small silver operation at Keremeos, partially countered gains in the mining sector.

Although a moderate increase in employment occurred during March and April, 1970, comparison of District operational statistics for the same period in 1969 indicates that employment growth was below normal during the current year. The most significant change occurred in construction employment. During 1969 a substantial increase in the construction work force occurred between March and April, whereas in 1970 it remained virtually static as labour disputes resulted in lay-offs at major projects in the District during April. Also tight money and high interest rates adversely affected housing.

The outlook for the next few months hinges on developments in labour negotiations in the construction and forest industries, which generate almost fifty per cent of the District's employment.

Most serious at present is the lockout by contractors at nearly all the large projects in the District which affects the teamsters, tunnel and rock workers, plumbers and pipefitters, bricklayers, operating engineers, cement masons and heat and frost workers, glazier and glass workers. In addition to halting progress at most major projects, the dispute has set back commencement of work on several other large construction jobs. If the work stoppage is prolonged it will have a definite impact on wholesale and retail trade and on the transportation and service sector.

Negotiations in the forest industry are not at all promising. Unless there is a marked improvement in lumber prices, an unlikely prospect, indications point to a strike by woodworkers when their contract comes up for renewal on June 15. They are seeking parity with coastal workers which would involve a wage increase of approximately \$1.14 per hour over two years plus other fringe benefits.

The short term outlook in the District's other important industries is quite promising. A heavy bloom in Okanagan orchards augurs well for fruit growers and processors. Past experience indicates that a good fruit crop tends to attract visitors to the area. Increased convention business, especially at Penticton, also points to an improved tourist season over last year. However, prolonged unemployment in the densely populated Vancouver area would adversely affect the District's travel industry.

A further increase in mining employment can be expected as Kaiser Resources continues to hire additional workers. Several other smaller mines should also be starting production this summer.

Vacancies registered with District CMCs rose from just over 600 at the end of February to almost 900 as at April 30. Substantial increases occurred for catering and hospitality occupations, farm and park workers, machinists, sawmill tradesmen, lumber pilers, welders, electricians, carpenters and plumbers. However, demand for loggers dropped off sharply as operations were curtailed by the spring breakup.

Persistent shortages in the District continued to account for over one-third of the regional total. Most numerous shortages were for machinists, heavy duty mechanics, millwrights, electricians, carpenters, pipefitters, and truck drivers, largely at Trail and Fernie.

A slight rise in the number of clients seeking employment occurred during the period as student registrations and the continued influx of job seekers exceeded employment growth. Temporary lay-offs in construction during April also swelled the ranks of unemployed workers. Largest surpluses were in construction-oriented and forest industry occupations and in the clerical, catering, and hospitality groups.

North-Central District

District statistics from the Canada Manpower Centres reflect the high unemployment rates prevailing in the province as a whole. The District is more sensitive to seasonal fluctuations than some other parts of B.C. and a large part of the higher level of North-Central unemployment can be attributed to the effect of the spring break-up which has ended oilfield exploration and has radically curtailed logging operations until May.

However, on top of these normal seasonal factors, poor lumber markets continue to exert a depressing influence upon employment in the manufacturing sector and, indirectly, upon the entire District economy. With many of the smaller mills closed down completely, sawmill hiring has fallen to little more than one-half of its normal level and lost income in this sector has had an adverse impact on employment in the service industries, particularly retail and wholesale trade. Another factor which is exerting a dampening influence on the local economy and which may have caused the deferral of several smaller capital projects is the current restrictive monetary policy.

On the positive side, the longer term outlook for the District continues to be extremely buoyant and, in the absence of industrial disputes, local unemployment should remain below that for the region as a whole. But softer labour markets could result from in-migration of workers from other areas.

The outlook this summer is for continued shortages in the skilled trades. In particular, experienced sawmill and pulp mill millwrights, automobile mechanics, logging equipment mechanics, heavy duty mechanics, and machinists are in very short supply. Also, as a consequence of rapidly growing population in certain isolated areas, some service industry occupations are moving into a shortage situation. In particular, the supply of qualified hairdressers is falling short of the growing demand.

Qualified supply tends to fall short of the demand for accountants, service and commodity salesmen, sawmill electricians, and occupations connected with plumbing and gas fitting. However, these have not yet turned into major shortages. With the advent of the summer tourist season, increasing demand is being registered for restaurant cooks, waitresses, and chambermaids, particularly along the Alaska Highway. A busy travel season can be expected in the northern and eastern parts of the District due to the expansion of commerce in the Fort Nelson area and the growing use of the Yellowhead Highway. However, higher levels of unemployment could have an adverse effect on tourism in the western parts of the District and this would result in some unemployment at Terrace and Prince Rupert.

Of the more recent industrial developments expected to influence the long-term outlook, the forest industry again provides the highlights. At Quesnel, Cariboo Pulp and Paper (a Weldwood subsidiary) has announced the construction schedule for its new \$85 million pulp mill which will employ 340 full-time workers when completed in 1972. Site clearing through 1970 will involve employment for 100 men. The construction work force will increase through 1971 from 350 men in the first quarter to 650 in the second, 950 in the third, and to 1,250 in the fourth quarter. The 750 tons per day mill will operate solely on chips purchased from the surrounding sawmills. In order to stabilize its chip supply, Weldwood has announced that it will build a new small-log sawmill at Quesnel with an annual capacity of 60 mm f.b.m./year. Weldwood's announcement of this mill comes on top of their recent acquisition of the Canim Lake Sawmill at 100 Mile House.

Other forest industry developments include an announcement by Northwood Pulp Ltd. that a 90 mm f.b.m./year small-log mill will be built at its pulp mill site in Prince George. The mill, with a tentative completion date set for March 1971, will employ approximately 150 persons. At Prince Rupert a \$10 million sawmill and a planer mill are reportedly under consideration although there are indications that these projects may be deferred until the outlook in lumber markets improves.

In the mining sector, it is reported that Noranda Mines will develop its Newman copper property on Babine Lake. But federal tax proposals are causing uncertainties which may have an effect on other potential mining activity in the North-Central District. In the coal mining sector, Japanese demand for Western Canadian coking coal continues to excite interest at various properties in the District. A 55-man camp is being set up at the Sukunka Creek site south-west of Chetwynd and in the west further testing is to be done at the Kleanza properties.

Given a settlement of the labour relations scene, the construction sector has the potential for a high level of activity this summer. At Mackenzie 400 housing units are to be built for the employees of B.C. Forest Products and at Fort St. John a large program of housing construction is expected, though perhaps next year, for the employees of Peace Wood Products. Other centres of high activity will be Fort Nelson, Kitimat, Houston, and Prince Rupert.

DEMAND FOR LABOUR

Total employment in British Columbia was 821,000 in April 1970, up 4.2 per cent from the previous month and 5.3 per cent from April 1969. The twelve-month increase in employment was shared equally by men and women but this was equivalent to a 3.8 per cent increase for men and an 8.1 per cent increase for women.

The increase in the number of people at work was concentrated in the 25 to 44 age group, which generally constitutes the prime working age group in any labour force. The increase in the number employed of those below 25 years of age during this period was considerably smaller than the increase in the labour force in that group. Consequently, unemployment in the group 25 years of age and below grew proportionally greater. This is a reflection of the tightening in the labour market which usually affects first those labour force participants who have less experience and low seniority.

The 5.3 per cent increase in employment in British Columbia over the past year contrasts favourably with a corresponding gain of only 0.3 per cent for Canada as a whole. Furthermore, at the national level male employment actually declined in April and all of the increase was accounted for by women.

The number of unemployed in British Columbia in April 1970 was 58,000, equivalent to an unemployment rate of 6.6 per cent. There has been virtually no change in the number of those without work in the past three months and only a small decrease since January, the peak month in winter. Since then unemployment has slightly increased for men but is markedly lower among women.

Despite the relative stability in the actual number unemployed, the unemployment rate is almost one percentage point lower than in January. Now that the B.C. rate has fallen, it is the same as the Canadian average. The unemployment rate in the province remains mid-way between the relatively low rates of Ontario and the Prairies and the relatively higher rates of Quebec and the Atlantic Region.

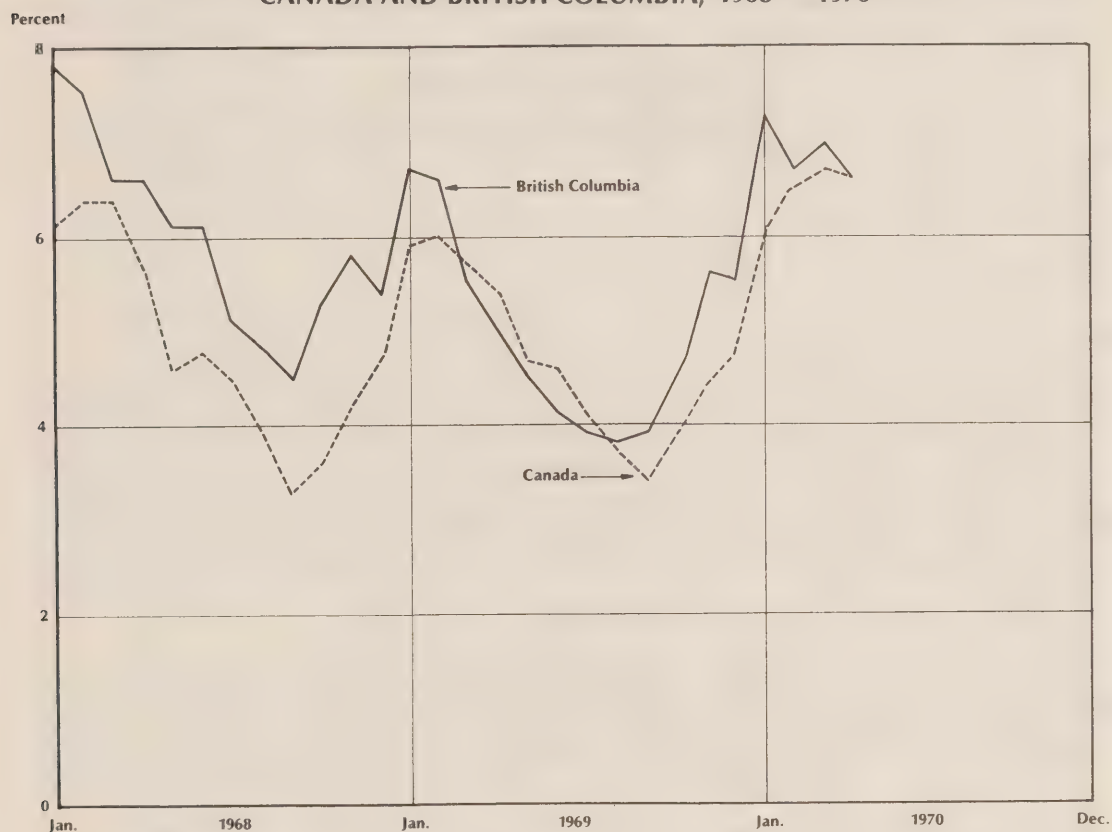
Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

	April 1970	March 1970	April 1969
	%	%	%
CANADA	6.6	6.7	5.4
Atlantic	10.4	10.8	10.5
Quebec	8.9	9.2	8.0
Ontario	4.7	4.6	3.3
Prairies	5.4	5.2	3.2
British Columbia	6.6	7.0	5.0

Source: The Labour Force, D.B.S., 71-001

Table 2 and Chart 1 compare statistically and graphically unemployment rates in British Columbia with Canada and the other regions. Further relevant breakdowns for British Columbia are contained in Table A-1 and Chart 5 of the Statistical Appendix.

Chart 1
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1968 — 1970

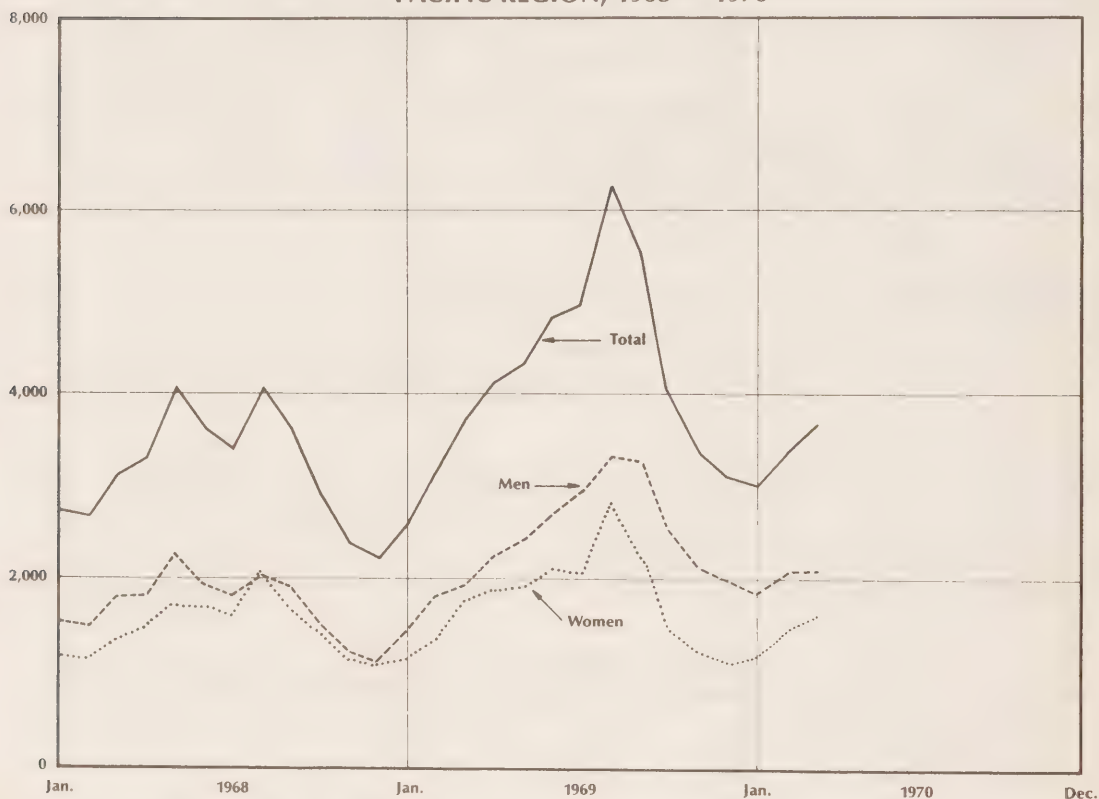


Source: The Labour Force, D.B.S., 71-001

The number of vacancies registered with Canada Manpower Centres provide an indication of demand for labour in this region. The total number of notified vacancies at the end of March 1970 was 3,698, a moderate increase of 9.8 per cent over last month, with vacancies for women accounting for most of the gain and those for men being only fractionally higher (see Table 3). Comparing March 1970 with the corresponding month last year, total vacancies are identical but vacancies for men have increased by 7.8 per cent while those for women showed a drop of 8.7 per cent.

While total vacancies provide an indication of aggregate demand, changes in vacancies by major occupational groups together with shortages (vacancies unfilled for a period of at least thirty days) indicate shifts in demand for labour. With the distribution of vacancies among major occupational groups little changed, vacancies for men are listed in all groups but those for women are reported primarily for clerical-sales and services. The increase in vacancies for women from February to March this year continues to be concentrated in the two major groups, particularly in the services group, which resulted in a shift in distribution from 46.4 per cent to 51.4 per cent of total vacancies.

Chart 2
MONTH-END VACANCIES
PACIFIC REGION, 1968 — 1970



Source: Department of Manpower and Immigration

For the Professional, Technical, and Managerial occupational group, the major portion of vacancies notified were for men. Occupations in architecture and engineering, particularly civil, mechanical and electrical engineering, in medicine and health, and in administration and line management accounted for most of the vacancies. Except for medical and health occupations, these vacancies were for men.

Table 3
MONTH-END VACANCIES BY OCCUPATIONAL GROUP
PACIFIC REGION — JANUARY 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	424	20.3	54	3.4
Clerical-Sales	392	18.7	637	39.7
Services	260	12.4	823	51.4
Farming, Fishing, Forestry and Related	64	3.1	—	—
Processing	104	5.0	3	0.2
Machine Trades	243	11.6	1	—
Bench Work	51	2.4	52	3.2
Structural Work	306	14.6	—	—
Miscellaneous	249	11.9	24	1.5
Not Specified	1	—	10	0.6
Total	2,094	100.0	1,604	100.0

Source: Department of Manpower and Immigration

The individual occupations reporting the largest openings were computer programmers with a minimum of two years experience in a number of programming languages, structural steel detailers with five years experience, qualified accountants mainly for Interior locations, and manager trainees for Kamloops. More than half of the vacancies in this group notified for women continued to be in the medical and health occupations. Licensed practical nurses are still urgently needed in Trail and there are numbers of openings for registered nurses at Interior centres.

Close to two-thirds of the vacancies registered in the Clerical-Sales group were for women with secretaries, stenographers, general office clerks, saleswomen and sales clerks forming the majority. Most of the job opportunities are in the Vancouver area but there is also an established demand in the Interior. Requirements call for well-qualified and experienced personnel.

Significant vacancies for men in this category are for salesmen in the insurance and securities field. Commodity salesmen, such as auto parts and tools, lawn and garden equipment salesmen, have shown a lighter demand. The distribution of these vacancies is general throughout the Region.

In the Services occupational category, the increase in vacancies registered for women is the most noteworthy development. This increase was 38 per cent higher in March this year than in February. The male component remains substantially unchanged, a normal situation. On a year-to-year comparison the total level of vacancies remains virtually the same.

Registered vacancies for women were primarily for domestic service occupations, waitresses, cooks, and hairdressers. Demand again was concentrated in Vancouver but existed throughout the Interior at a more moderate level.

The largest shortage continues to be in the domestic service occupations, particularly for persons willing to live in. Fully experienced and provincially licensed hairdressers are the next largest group in chronic shortage throughout the Region. Considerable but lesser demand exists for experienced cooks for shift, full-time and part-time work, chambermaids, miscellaneous personal service occupations, and experienced pressers.

Registered vacancies for men were — in descending order — for chefs and cooks, waiters, miscellaneous food and beverage occupations, janitors, and hotel service occupations. Again experience was a basic requirement and demand was generally widespread throughout the Region with Vancouver reporting most requirements.

For the Processing occupational group, virtually all of the relatively small number of vacancies notified were for men. Registrations were concentrated in processing paper and related materials, petroleum, coal, gas and related occupations, and in cooking and baking jobs. Coal washers experienced in non-ferrous concentrators continue to be in persistent shortage in Fernie.

In the Machine Trades group vacancies except for one were for men only. More than half of these were motorized vehicle and machinery mechanics and repairmen. Cabinetmakers and machinists were the next largest groups registering vacancies. The greatest number of chronic shortages continue to be reported in this occupational group. Specific experience is required together with B.C. trade qualifications. The largest chronic shortages were for machinists in Vancouver, Trail, and other Interior centres; for heavy duty mechanics in Vancouver and Trail; engineering equipment mechanics in Vancouver and Cranbrook; millwrights in the Interior; auto mechanics in Vancouver and the Interior region. Lesser shortages exist for automotive machinists in Vancouver and the Interior and for woodworking graders in Quesnel and Prince George.

Bench Work occupational group vacancies continue to be relatively few and were equally spread between men and women in March. Registrations for men were mainly for occupations in the fabrication and repair of precision equipment and assorted materials and in the assembly and repair of electrical equipment. Vacancies for women were predominantly for power sewing machine operators and dressmakers. Persistent shortages reported were for colour T.V. repairmen in Penticton, for sawfilers in Prince George and Cranbrook, and for alteration seamstresses in Vancouver.

All vacancies registered in the Structural Work occupational group were for men. The number of vacancies fell by 27 per cent from the previous month, an unusual development generally attributed to the cement workers' strike and uncertainty in the construction industry.

Vacancies were registered for a number of occupations such as fully qualified carpenters and plumbers in Trail, welders and other metal fabrication trades throughout the province. The biggest vacancy count was reported for electrical assembling, installing and repairing occupations. Major chronic shortages continue to persist for fully qualified electricians mainly in the Interior.

In the Miscellaneous category, where again virtually all vacancies are for men, the total has decreased moderately from February 1970. The decrease follows the general downturn in economic activity. The largest number of vacancies was for truck drivers. Heavy duty truck drivers with off-highway experience on very large diesel units were reported to be in short supply in the Cranbrook area. All other extraction and mineral occupations are required in equal numbers. Service station and parking lot attendants were needed to a lesser extent, a demand which follows the normal seasonal pattern. Moving and storing occupations also reported sizeable vacancies.

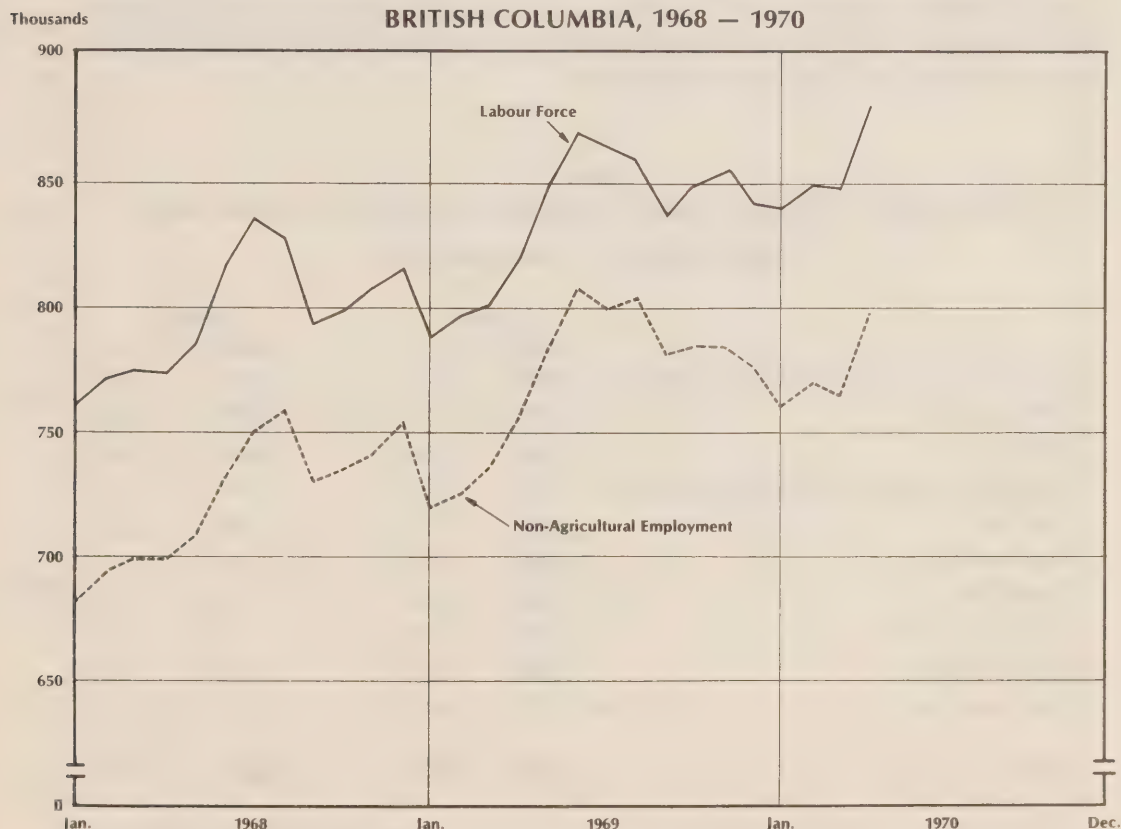
SUPPLY OF LABOUR

The labour force in British Columbia increased substantially from 847,000 in March to 879,000 in April 1970 and was up by 58,000 over April last year. In percentage terms, these increases were 3.8 and 7.1 per cent, rates which have not been equalled since mid-1969. The sources of growth continued to be substantial

Chart 3

LABOUR FORCE AND NON-AGRICULTURAL EMPLOYMENT

BRITISH COLUMBIA, 1968 — 1970



Source: The Labour Force, D.B.S., 71-001

population expansion and a marked rise in the participation rate (labour force as a percentage of the population over 14 years). The participation rate of the total labour force at 57.9 per cent, almost two percentage points higher than the April 1969 rate, represents the highest figure attained for April in recent years.

Between March and April, the number of women entering the labour force was slightly greater than the number of men (see Table A-1 in Statistical Appendix), with rates of increase at 6.2 and 2.6 per cent respectively. However, over a twelve-month period, close to twice as many men as women entered the labour force.

Between March 1969 and March 1970, the number of clients seeking full-time work registered with CMCs increased 38.5 per cent. The latter fact can be attributed to the general tightening in economic conditions over the past few months and also the continued growth of the labour force. However, the number of registered clients decreased slightly during March 1970 from the preceding month and close to three-quarters of this drop was among male clients. This reduction in male registrations is in contrast to an increase of 5,000 in unemployment for men during the same period. Normally in spring, employment expands in response to increased activity in seasonal industries such as logging, services, fishing, construction, and transportation, which probably accounts for the decline in male clients. But the general slowdown in economic activity accompanied by industrial disputes in the construction and towboat industries in British Columbia has caused some increase in unemployment.

Table 4
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING FULL-TIME WORK
PACIFIC REGION — JANUARY 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	2,997	7.6	876	5.0
Clerical-Sales	3,474	8.8	8,771	49.6
Services	3,146	8.0	4,586	26.0
Farming, Fishing, Forestry and Related	572	1.4	67	0.4
Processing	638	1.6	265	1.5
Machine Trades	2,922	7.4	51	0.3
Bench Work	485	1.2	355	2.0
Structural Work	10,599	26.8	4	—
Miscellaneous	8,989	22.7	820	4.6
Not Specified	5,721	14.5	1,870	10.6
Total	39,543	100.0	17,665	100.0

Source: Department of Manpower and Immigration

Registrations for the occupational groups mentioned above will likely continue to decrease over the spring and summer, except in certain locations where industrial disputes might cause an increase in the number of clients. In addition, the continued high cost of financing construction and the associated decrease in planned projects are resulting in reduced levels of activity in the construction industry throughout the region.

Since April, construction on major projects in most areas of the region has virtually ceased because a number of trade unions are locked out until contract negotiations are settled. As a result of the strike by tugboat operators early in May, repercussions have been experienced by the forest industry, which is dependent on the coastal shipment of logs. To date there have been substantial layoffs in allied mills and plants. The possibility of a strike by the Woodworkers' Union, whose contract expires mid-June, is a further threat to the already depressed lumber industry.

Chart 4
MONTH-END CLIENTS WITHOUT EMPLOYMENT
SEEKING FULL-TIME WORK
PACIFIC REGION, 1968 — 1970



Source: Department of Manpower and Immigration

By the end of March 1970, total registration of clients without employment and looking for full-time work in Pacific Region CMCs were 57,208, with men numbering 39,543 and women 17,665. The distribution of clients among the major occupational categories followed the normal pattern; men continue to be more evenly dispersed among the occupational groups than women who tend to be concentrated in the Clerical-Sales and Service groups.

Male clients in the PROFESSIONAL, TECHNICAL, AND MANAGERIAL continue to outnumber women three to one. Again male registrations were mainly for line managers, administrative specialists, and architectural and engineering occupations.

Women continue to be primarily registered for occupations in medicine and health, and education. The surplus of registered nurses and medical technologists, in existence for over a year, has not abated and has been accentuated by the geographical immobility of clients. The general slowdown in economic activity and the hiring and budget "freeze" presently in effect in many government institutions have considerably reduced job opportunities for university graduates, with a resultant surplus reported for all faculties.

In the CLERICAL-SALES group, women continue to outnumber male clients (see Table 4), with the largest numbers registered as general office clerks, sales clerks and office appliance operators (computing and accounting machines). Surpluses of secretaries and stenographers, information and message distribution clerks, and commodity salesladies are reported to a lesser extent. These surpluses are in part attributable to the lack of experience of the clients involved, as employers tend to stress experience requirements. Surpluses of male clients were chiefly for commodity salesmen, material and production clerks and, to a lesser degree, office appliance operators.

In the SERVICES category registrations continue to be divided with approximately 60 per cent female clients and 40 per cent male clients. Close to one-quarter of the women registrants were waitresses while domestics, maids, and cooks comprised another 60 per cent. In the remaining portion, hairdressers, building cleaners, and occupations in pressing, cleaning and dyeing establishments were registered in relatively large numbers. Male clients were largely registered for food and beverage occupations, particularly cooks and chefs, and janitors, guards, and other personal service trades.

PROCESSING occupational group registrants appeared in relatively small numbers, more than two-thirds being male clients. Of the male clients about one-half were in processing paper and related materials, and wood preserving, seasoning and related occupations. About 80 per cent of female clients were registered in occupations concerned with food processing.

In the MACHINE TRADES group, male clients were predominant, with only a few female clients reported. Male clients registered for woodworking occupations and motor vehicle repair trades accounted for approximately 40 and 30 per cent respectively. Machinery mechanics and repairmen were registered in lesser numbers.

The STRUCTURAL occupational group again consisted almost entirely of male clients. Carpenters and miscellaneous construction trades made up about 60 per cent of the total male registrants. Male clients in excavating, grading and drainage occupations, electrical trades and welders were reported in substantial numbers but in lesser proportion.

In the MISCELLANEOUS category, male clients accounted for approximately 90 per cent of all registrants. Close to 40 per cent of male clients were registered either as truck drivers or in moving and storing occupations. The next largest group of registrants were in miscellaneous packaging and materials handling occupations. Clients in timber cutting and log inspecting, grading, storing occupations were registered in lesser but still considerable numbers. Women clients were predominantly reported for packaging occupations.

POPULATION GROWTH IN BRITISH COLUMBIA

The special article in the last issue of the *Pacific Manpower Review* consisted of an historical review of Canadian immigration and a description of current policies. This article will examine the available information on population growth in British Columbia and show the relative importance of the three components: natural increase (the excess of births over deaths), migration from other provinces, and immigration from other countries. The article will illustrate the particularly significant role of migration to population growth at the present time.

British Columbia is Canada's fastest growing province in terms of population. This has been true year after year almost without exception ever since the thirties. Equally consistently, British Columbia has experienced the lowest rate of natural increase in its population as it has a birth rate well below and a death rate well above the national average. The province's rapid growth has, therefore, depended largely on its ability to attract people from elsewhere.

Throughout the fifties and for the first half of the sixties, natural increase and migration (from other provinces and from abroad) contributed about equally to the growth of population in British Columbia. But there has recently been a very sharp change and in the past four years natural increase accounted for only one-quarter of the total increase. The province's growth is now more dependent on a high annual migration than at any time in the post-war period.

In view of the great importance of migration to British Columbia, it is unfortunate that the information available on this component of population growth is somewhat limited. But this is almost inevitable in a free country with a highly mobile population and heavy immigration from abroad. Migration has to be estimated on a residual basis from a knowledge of total population in successive years and of annual births and deaths. Even such a calculation will only produce an estimate of net migration, the net movement of people into the province resulting from the usually much larger flows of people in and out.

However, despite various problems and limitations, it is possible to build up a reasonably satisfactory picture showing the main sources of B.C. population growth. The table below sets out the annual figures from 1951 to 1969 and shows both the actual increase and the percentage increase year by year.

POPULATION ESTIMATES FOR BRITISH COLUMBIA, 1951 — 1969

	Total Population	Total Increase		*Natural Increase		**Residual Increase	
	'000	'000	%	'000	%	'000	%
1951	1,165	28	2.5	12	1.4	12	1.1
2	1,205	40	3.4	17	1.5	23	1.9
3	1,248	43	3.6	19	1.6	24	2.0
4	1,295	47	3.8	19	1.5	28	2.3
1955	1,342	47	3.6	20	1.6	27	2.0
6	1,398	56	4.2	22	1.6	34	2.6
7	1,482	84	6.0	23	1.6	61	4.4
8	1,538	56	3.8	26	1.7	30	2.1
9	1,567	29	1.9	25	1.6	4	0.3
1960	1,602	35	2.2	25	1.6	10	0.6
1	1,629	27	1.7	25	1.5	2	0.2
2	1,660	31	1.9	24	1.5	7	0.4
3	1,699	39	2.3	23	1.4	16	0.9
4	1,745	46	2.7	21	1.3	25	1.4
1965	1,797	52	3.0	20	1.2	32	1.8
6	1,874	77	4.3	17	1.0	60	3.3
7	1,947	73	3.9	17	0.8	56	3.1
8	2,007	60	3.1	16	0.8	44	2.3
9	2,067	60	3.0	17	0.8	43	2.2

* Births minus deaths

** Apparent net migration

Over the whole eighteen year period population growth has averaged out at 3.2 per cent annually. The rate of growth, at 3.7 per cent a year, was highest in the first half of the fifties. It then declined and by the first half of the sixties was down to 2.8 per cent. In the four years since 1966 the rate has recovered again to an annual average of 3.3 per cent.

As is to be expected, natural increase has been a relatively stable component of population growth with only small and consistent year-to-year changes. The actual annual growth increased steadily during the post-war period until 1958 when it reached a maximum of 26,000. But throughout these years, growth attributable to natural increase remained fairly constant at a rate of about 1.5 to 1.6 per cent per year. Since then, the size of the natural increase has fallen to the levels of the early fifties, when the total population was far smaller. And the natural rate of growth has been halved to 0.8 per cent per year in the past ten years.

This B.C. experience has been shared by all the other provinces of Canada. In every province, much reduced birth rates combined with slightly reduced death rates have led to dramatically smaller natural increases in recent years. For Canada as a whole, the excess of births over deaths reached a maximum of 339,000 in 1958 and 1959, and then fell to only 217,000 in 1969. This represents a reduction of one-third but the rate of natural increase was halved from a maximum of about 20 per 1,000 of population per year to little more than 10. The B.C. rate, 8.4 per 1,000 population, is the lowest of all the provinces.

The current low levels of natural increase emphasize the importance today of migration to population growth in Canada. For the country as a whole, this means only immigration from abroad but for individual provinces, both immigration and inter-provincial movement of people affect population. The table below presents broad estimates for British Columbia which indicate the approximate magnitude of the two main elements of net migration, immigration from other countries and the net movement of people from other provinces.

ESTIMATED NET MIGRATION TO BRITISH COLUMBIA, 1951 — 1969

	Total Net Migration	From Other Countries	From Other Provinces (Net)		
			Total	*Families	Other
(Estimated in Thousands)					
1951	12	14	- 2	2	- 4
2	23	15	8	7	1
3	24	13	11	6	5
4	28	12	16	4	12
1955	27	12	15	6	9
6	34	18	16	12	4
7	61	38	23	18	5
8	30	13	17	6	11
9	4	11	- 7	1	- 8
1960	10	10	0	3	- 3
1	2	7	- 5	1	- 6
2	7	7	0	2	- 2
3	16	9	7	6	1
4	25	12	13	10	3
1965	32	19	13	12	1
6	60	25	35	22	13
7	56	28	28	19	9
8	44	22	22	12	10
9	43	22	21	12	9

* Persons in families receiving family allowances.

The figure reported for other countries is the number of immigrants who give British Columbia as their intended destination, and this is believed to be close to the number actually settling in the province. The total for other provinces is the difference between apparent net migration and immigration to British Columbia. One element of this total is known with some accuracy, the number of people in households receiving family allowances as this can be derived from reported changes of address. The remaining inter-provincial element is simply the unaccounted for balance: comprising primarily single people and childless couples, this figure is the net result of probably quite substantial movements in each direction. The size of these movements in and out of the province is suggested by the movements of families receiving allowances, which are reported. For example, in 1961, when the net movement of families into British Columbia was only a few hundred, well over five thousand families moved into the province and another five thousand moved from B.C. to other provinces.

Despite some reservations and qualifications surrounding the figures in the tables above, their general message is quite clear: the continuation of rapid population growth in British Columbia is completely dependent upon the province maintaining its attractiveness as a place to live and work. People thinking of coming to British Columbia to retire are probably not much affected by economic conditions in the province. But those who plan to work are much influenced by the state of the provincial economy.

There has been a reasonably close correspondence between population increase in British Columbia, especially inter-provincial migration, and the level of employment. This is most clearly seen in 1959, the year after a sharp increase in unemployment to a post-war high above 8 per cent. In that year British Columbia appears to have lost population to other provinces and it was not until the employment situation improved markedly in 1964 that there was a resumption of sizeable in-migration to British Columbia from other provinces. Immigration is also sensitive to business conditions. But as moving to British Columbia is less easy from abroad than from another province, immigration is far less volatile than inter-provincial migration. It falls off more slowly after an economic downtrend and it recovers less quickly when conditions improve again.

The principal destination of those coming to Canada from overseas throughout the post-war period has been Ontario. With about one-third of Canada's population, Ontario has quite consistently attracted and held just over half of all immigrants. The only other province to attract a larger percentage share of immigrants than its own share of the national population has been British Columbia. With about 9 per cent of Canada's population, B.C. has been the intended destination of almost 12 per cent of the post-war immigrants. And in 1969 the percentage of immigrants coming to B.C. was 13.5, higher than in any other post-war year.

Not all immigrants who come to Canada remain in the country and many move from the province where they first settle. However, the limited evidence available indicates that British Columbia is able to retain its immigrants. At the time of the 1961 census the percentage of people born outside of Canada and living in British Columbia was 26.0, far higher than the national average of 16.0.

Post-war immigrants alone in that year represented 10.9 per cent of the total B.C. population, a figure second only to Ontario's 13.4 per cent. Later information suggests that in 1965 and again in 1967, of the post-war immigrants still living in Canada over 12 per cent were to be found in British Columbia. This is the same as the percentage originally intending to come to the province.

The largest single source of immigration to British Columbia has been Britain followed by the United States. On average over the past five years, these two countries have accounted for 46.5 per cent of immigrants to B.C. Immigration from Britain has been declining while immigration from the United States has been increasing, and in 1968 more immigrants came to B.C. from the United States (4,785) than from Britain (4,313). The third most important source country to British Columbia in 1968 was China (3,070), but this represents a sharp increase in the last few years. Australia, Germany, and Italy have been the next three countries of former residence for B.C. immigrants but the numbers have been much smaller and quite variable.

An important aspect of migration as a source of population increase as compared with natural increase is that migration contributes more heavily to the labour force. This is true of both inter-provincial and international migration. But direct statistical information is available only about immigrants. During the years from 1964 to 1968 almost exactly one-half of the immigrants coming to B.C. were destined for the labour force. In those five years the province gained 53,000 workers from immigration. The majority have been either managerial, professional, or technical workers (totalling 18,000) or tradesmen (14,000).

An important factor which offsets to some extent Canadian immigration is emigration. The major outward movement from Canada has always been to the United States. At certain periods of our history the movement of both native-born Canadians and others who originally migrated to Canada has reached considerable proportions. No Canadian statistics on emigration are available but the United States reports annually the number of people entering the country from Canada who intend to establish permanent residence.

In the ten years before 1965 the number averaged 45,000 a year and two-thirds of these were Canadian-born. But after 1966, following the introduction of more restrictive admission regulations, there was a sharp reduction in the number of persons entering the United States from Canada.

No information relevant to British Columbia is available about Canadian emigration. But quite clearly as more people are educated to higher levels of competence, there is a strong tendency for them to go where there are work opportunities. Both Canada and British Columbia must expect a constant pull to the south. However, the effect of this should not be exaggerated as the movement of people across the U.S. — Canada border is a two-way movement. And in 1969, for the first time in the post-war period, more Americans were admitted to Canada than Canadians to the United States.

STATISTICAL APPENDIX

LABOUR FORCE, EMPLOYMENT, UNEMPLOYMENT

INDUSTRY INDICATORS —

- Forestry
- Construction
- Mining
- Trade

Chart 5
LABOUR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BRITISH COLUMBIA, 1965 — 1970

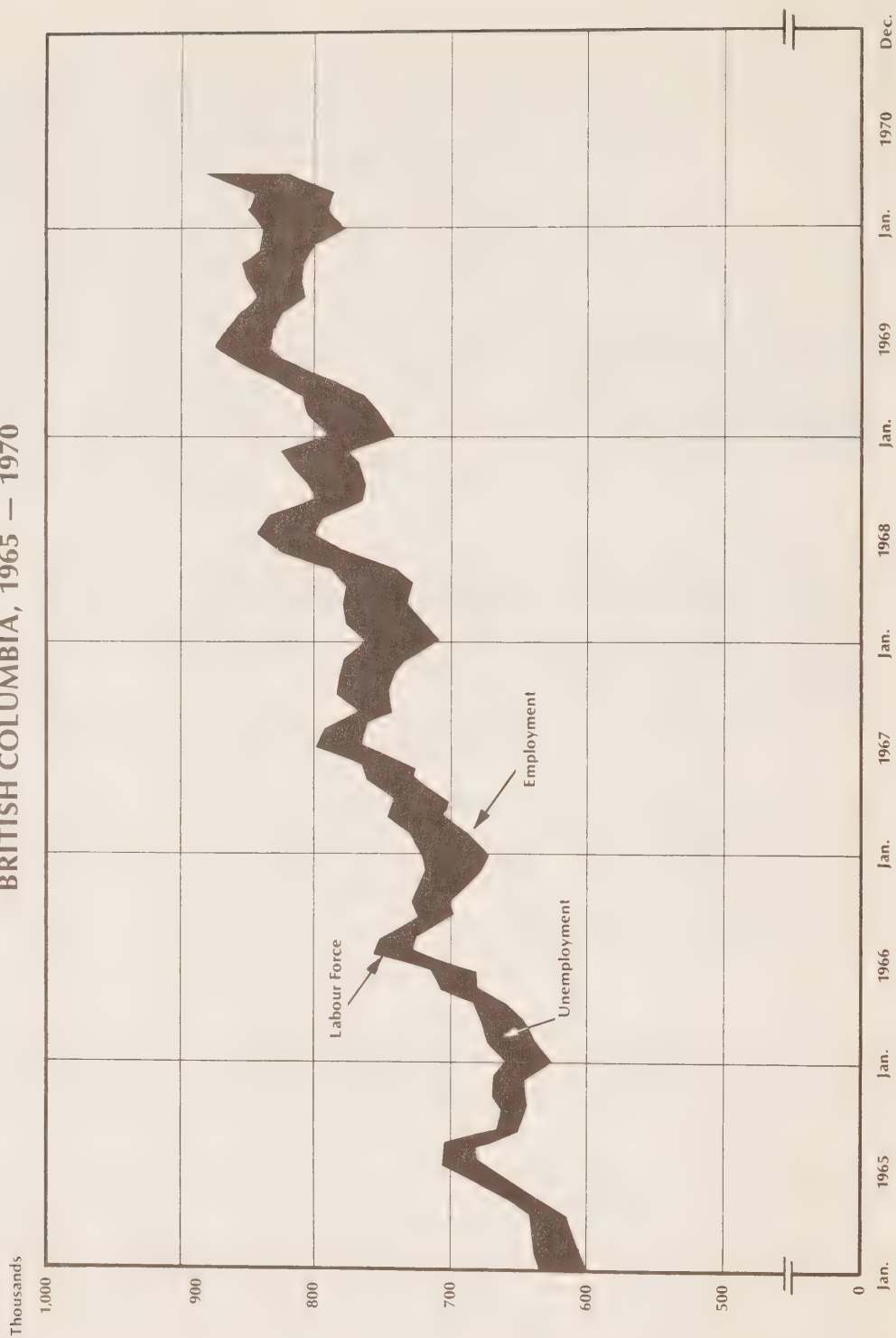


Table A-1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	April 1970	March 1970	April 1969	Change April 69/70
	(Estimates in Thousands)			%
POPULATION (14 and over)				
Men	754	752	727	+ 3.7
Women	764	762	737	+ 3.7
Total	1,518	1,514	1,464	+ 3.7
LABOUR FORCE				
Men	588	573	550	+ 6.9
Women	291	274	271	+ 7.4
Total	879	847	821	+ 7.1
EMPLOYED				
Men	541	525	521	+ 3.8
Women	280	263	259	+ 8.1
Total	821	788	780	+ 5.3
Non-Agriculture	798	765	757	+ 5.4
Agriculture	23	23	23	-
UNEMPLOYED				
Men	47	48	29	+ 62.1
Women	11	11	12	-
Total	58	59	41	+ 41.5
UNEMPLOYMENT RATE				
	6.6	7.0	5.0	-
*PARTICIPATION RATE				
Men	74.9	76.2	75.7	-
Women	35.2	36.0	36.8	-
Total	54.9	55.9	56.0	-

*Labour Force as percentage of population 14 years of age and over.

Table A-2

EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	November 1969	October 1969	November 1968	Change November 68/69 %
	(Estimates in Thousands)			
Forestry	22.7	23.9	20.2	+ 12.4
Mines, Quarries and Oil Wells	11.4	11.3	9.7	+ 17.5
Manufacturing				
Durables	79.0	79.5	74.2	+ 6.5
Non-Durables	52.7	54.0	50.9	+ 3.5
Total	131.7	133.5	125.1	+ 5.3
Construction	42.6	45.8	37.9	+ 12.4
Transportation, Communication, and Other Utilities	83.5	79.1	76.4	+ 9.3
Trade	119.1	118.3	108.5	+ 9.8
Finance, Insurance, and Real Estate	30.2	29.9	31.1	- 2.9
Community, Business, and Personal Services				
Commercial Sector	81.8	86.2	73.6	+ 11.1
Non-Commercial Sector	108.5	103.5	108.3	+ 0.2
Total	190.4	189.7	+ 4.7	
Public Administration and Defence*	40.3	40.4	38.6	+ 4.4
Total	671.8	672.0	630.0	+ 6.6

(P) Preliminary

* Defence excludes non-civilian employees

Note

There is a substantial difference between the total in Table 6 above and the labour force estimate of total employed shown in Table 5. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to *employees* whereas the estimate of total employed in Table 5 includes all persons who had a job, both employees and *others*. In addition, Table 6 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-3
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

			Latest Month		Year to Date	
	Unit	Latest Month	Amount	Change 69/70	Amount	Change 69/70
				%		%
PRODUCTION						
Timber Scaled	M.cu.ft.	February	176,700	+ 34.3	311,100	+ 36.6
Lumber Sawn	M.f.b.m.	February	650,400	+ 1.2	1,274,200	+ 8.3
Plywood Production	M.sq.ft.3/8"	January	159,000	+ 14.4	159,000	+ 14.4
Paper Production	Tons	February	155,800	+ 9.6	305,600	+ 6.8
Pulp Production	Tons	February	407,900	+ 15.2	804,700	+ 16.9
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	January	152.95	+ 26.6		
Saw, Shingle and Planing Mills	\$ per week	January	134.88	+ 9.2		
Veneer and Plywood Mills	\$ per week	January	139.11	+ 18.1		
Pulp and Paper Mills	\$ per week	January	175.02	+ 5.2		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	January	3.50	+ 5.1		
Veneer and Plywood Mills	\$ per hour	January	3.56	+ 3.8		
Pulp and Paper Mills	\$ per hour	January	4.16	+ 6.4		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	January	36.8	+ 4.0		
Veneer and Plywood Mills	Hours	January	36.9	+ 12.8		
Pulp and Paper Mills	Hours	January	40.0	- 1.5		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	January	115.5	+ 45.3		
Saw, Shingle and Planing Mills	Index	January	108.9	+ 1.3		
Veneer and Plywood Mills	Index	January	123.4	- 1.1		
Pulp and Paper Mills	Index	January	157.9	+ 4.7		

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. CONSTRUCTION

			Latest Month		Year to Date	
	Unit	Latest Month	Amount	Change 69/70 %	Amount	Change 69/70 %
Building Permits	\$'000	March	42,700	- 31.9	121,500	- 1
Housing Starts	Units	March	1,591	- 22.7	4,273	- 1
Housing Completions	Units	March	1,237	+ 23.0	5,123	+ 4
AVERAGE WAGES AND SALARIES						
Building	\$ per week	January	189.55	+ 30.5		
Engineering	\$ per week	January	189.76	+ 6.7		
AVERAGE EARNINGS						
Building	\$ per hour	January	5.35	+ 21.3		
Engineering	\$ per hour	January	5.03	+ 7.7		
AVERAGE WEEKLY HOURS						
Building	Hours	January	35.6	+ 13.4		
Engineering	Hours	January	36.7	- 4.7		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	January	191.3	+ 37.3		
Engineering	Index	January	72.7	- 13.0		

Source: Building Permits, D.B.S., 64-001.

Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.

Man-Hours and Hourly Earnings, D.B.S., 72-003.

Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

			Latest Month		Year to Date	
	Unit	Latest Month	Amount	Change 69/70 %	Amount	Change 69/70 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs	February	13,776	+ 30.4	32,498	+ 19.8
Molybdenum Shipments	'000 lbs	February	1,886	- 3.9	4,326	+ 6.9
Lead Shipments	'000 lbs	February	18,283	- 5.0	43,173	+ 53.9
Zinc Shipments	'000 lbs	February	25,135	+ 17.4	46,307	- 7.9
Crude Oil Production	'000 bbls	February	2,010	+ 12.9	42,500	+ 13.8
Natural Gas Production	M.cu.ft	February	28,347	+ 3.3	60,770	+ 6.5
EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	January	170.86	+ 8.6		
Average Earnings	\$ per hour	January	4.08	+ 7.4		
Average Weekly Hours	Hours	January	41.0	+ 3.0		
EMPLOYMENT INDEX (1961 = 100)	Index	January	141.6	+ 15.7		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Man-Hours and Hourly Earnings, D.B.S., 72-003.

Table A-6
ECONOMIC INDICATORS — B.C. TRADE

	Unit	Latest Month	Latest Month		Year to Date	
			Amount	Change 69/70	Amount	Change 69/70
TRADE						
				%		%
Exports through B.C. Ports	\$'000	February	182,400	- 2.7	442,800	+ 17.4
Imports through B.C. Ports	\$'000	February	99,300	+ 21.8	194,900	+ 8.8
Exports through Vancouver	'000 tons	February	1,181,000	- 20.4	3,356,000	+ 8.7
Imports through Vancouver	'000 tons	February	522,900	- 16.6	1,037,000	+ 2.3
Retail Sales	\$'000	February	215,857	+ 3.7	461,257	+ 8.6
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	January	135.49	+ 7.4		
Retail	\$ per week	January	99.45	+ 12.0		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	January	138.9	+ 10.2		
Retail	Index	January	157.4	+ 7.7		

Source: Retail Trade, D.B.S., 63-005.
Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	66B Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	Federal Building, 27 Fifth Street	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Hope	308 Wallace Street	869-5722
Kamloops	345 Third Avenue	372-2515
Kelowna	336 Leon Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	549 Columbia Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	542-5617
Victoria	1415 Vancouver Street	385-6711
Whitehorse, Y.T.	P.O. Box 1798, Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Avenue	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver City College, 951 West 12th Avenue	736-7929
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Paterson	Via P.O. Box 639, Rossland	362-5940
Prince George	P.O. Box 399, Federal Building, 1323 Fifth Avenue	564-5818
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 492, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government Street	385-2467

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Manpower Consultant 1155 West Pender Street	683-6971
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Foreword

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Table 1
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

	Unit	Latest Month	Amount	Per Cent Change	
				Previous Month	Latest Month 69/70
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	April	136.60	+ 0.4	+ 7.6
Average Earnings	\$ per hour	April	3.71	+ 1.6	+ 8.8
Average Hours	Number	April	37.0	— 1.1	— 1.9
PRODUCTION					
Value of Factory Shipments	\$'000	April	325,500	+ 0.7	+ 1.0
Lumber Sawm	M.f.b.m.	April	690,200	+ 2.2	— 3.3
Paper Production	Tons	March	162,600	+ 4.4	+ 1.4
Pulp Production	Tons	March	453,000	+ 11.1	+ 4.1
Fish Landed	\$'000	May	4,125	+265.0	— 1.8
INTERNAL TRADE					
Retail Sales	\$'000	April	240,870	—	+ 3.2
Electric Power	Million kwh	March	2,360	+ 8.5	+ 7.7
Sales of Life Insurance	\$'000	January	61,280	— 24.7	—70.1
Gasoline Consumed	'000 gal	March	45,100	+ 12.5	+11.9
Tourist Permits	Number	March	69,500	+ 32.1	+15.3
CONSTRUCTION					
Building Permits	\$'000	April	40,556	— 5.0	—52.1
Housing Starts	Units	April	1,207	— 24.1	—55.0
Housing Completions	Units	April	1,635	+ 32.2	+10.6
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	March	227,700	+ 24.8	+ 4.5
Imports through B.C. Ports	\$'000	March	139,000	+ 40.0	+51.3
INDEXES					
Vancouver Consumer Price Index	Index	May	123.4	+ 0.2	+ 4.1
B.C. Index of Employment (Industrial Composite)	Index	April	138.9	+ 0.4	+ 4.8

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Dominion Bureau of Statistics, Ottawa.
Bureau of Economics and Statistics, Victoria.

GENERAL REVIEW

Unsettled economic conditions in British Columbia are creating a very uncertain short-term employment outlook. The combined effects of fiscal and monetary policies of restraint and of industrial disputes make analysis of the present employment prospect unusually difficult. A great deal depends on when settlements are reached in current industrial disputes, whether other major strikes occur, when monetary restraints are eased, how export markets react to Canada's floating exchange rate, and when confidence is restored in the capital markets.

National policy, in both Canada and the United States, is still directed primarily at continuing inflation. But in both countries the degree of economic restraint judged necessary to accomplish this is producing levels of unemployment that are far higher than in recent years. In purely physical terms, the extent of the slowdown in economic activity has been more marked in the United States than in Canada. The output of the U.S. economy as measured by the index of industrial production in the early months of this year was below the levels of the same months of 1969. By contrast, industrial production in Canada continues to run ahead of the corresponding month of the previous year.

Canada's price performance, after being worse than the United States for several years, has recently been better. The behaviour of the consumer price index over the past few months has been distinctly encouraging. The rate of increase has slowed down and the year-over-year increase to May 1970 was down to 3.8 per cent, which compares with 6 per cent in the United States. While the Prices and Incomes Commission can hardly take credit for the practical decrease in the consumer price index for Canada in May, its activities are probably making a useful contribution to restraining prices and profit margins.

The latest available business indications for British Columbia indicate that the province's industries, particularly in the forest and mineral sectors, registered substantial advances in March and April. Construction activity has been severely restrained since mid-April by an industrial dispute. Retail sales are showing no increase over a year ago and a recent survey confirmed a rather pessimistic mood among B.C. consumers.

The current higher levels of unemployment in British Columbia have not as yet affected the province's population growth rate. In the twelve months ended April 1970 B.C. gained 72,000, an increase of 2.7 per cent. This compares with a national increase of 1.5 per cent and places B.C. just ahead of Ontario and Alberta as the fastest growing province in the past year.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Although the towing industry dispute is settled other labour negotiations and strikes and lockouts continue to exert their adverse influences on the economy of Metro Vancouver. So far there has been little evidence that early settlements will be reached in the construction industry disputes. Cement shortages caused by another strike have halted work on the few construction projects that were not affected by the lockouts. Bargaining now underway in the forest industry also is expected to be difficult. A recently called strike involving a large number of Lower Mainland hotels could have a major impact on the summer tourist trade.

By this time of year, under normal conditions, a clearly increasing employment trend would have been evident but this year the usual seasonal pattern of demand has been reversed. Service industries, the only sector where sizeable employment increases were expected, actually showed a decline in job vacancies during the April-May period. At least for the next three to six months not much improvement in the level of economic activity and employment can be expected.

How the economy of Metro Vancouver will move once the major industrial disputes are settled is difficult to determine. Certainly a temporary boom in construction employment could occur because of the number of projects halted at various stages of completion. It is also apparent that many projects have been postponed pending the outcome of labour disputes. Particularly in housing the pent-up demand could lead to a substantial increase in construction activity. Total housing starts in Metro Vancouver for the first four months of 1970 were 30 per cent below the figure for the corresponding period last year.

Effects of reduced income levels could have longer term consequences as family debt increases. Already there has been a noticeable decline in retail trade and layoffs are beginning to occur among the clerical occupations. Fewer vacancies are available for married women seeking work to supplement family incomes. This appears to have had an effect on the labour force participation rate for women which up to now had been increasing.

Understandably the May list of occupations in persistent short supply is reduced to about one-third of the number reported at the end of May 1969. A narrowing in the range of shortages over the occupational categories also has occurred. Most notable is the marked reduction in the demand for skilled tradesmen.

Occupations with five or more shortages reported are listed below:

Mechanical Engineer	Cook-Housekeeper
Stenographer	Homemaker
Clerk-Typist	Cosmetologist
Salesmen-Insurance	Presser, Machine

Other occupations in relatively strong demand are licensed auto mechanics, autobody repairmen, food processing workers and farm labourers.

A general over-supply situation prevails in most occupational categories. Job orders for Professional, Technical and Managerial occupations are substantially fewer thus creating a problem for the large number of new university graduates seeking permanent employment this year. Registrations have been particularly heavy in the life and social science occupations. Placements of technicians from B.C.I.T. are estimated to be about 44 per cent lower than last year. Except for a few vacancies in home economics, commerce, french, and band instruction, most teaching positions for the next school year are filled. Orders for computer programmers and analysts have declined markedly in the past two months. With large numbers of skilled and experienced workers unemployed the present situation is especially difficult for students seeking summer employment.

Vancouver Island District

The Vancouver Island District has perhaps suffered the most severely of any in British Columbia during the past few months. In addition to the continuing disruption of the construction industry as a result of the lockout of unions by the Construction Labour Relations Association, the District was hit hard by the shutdown of towing operations along the coast. Lasting as it did from early May until mid-June, it effectively halted a large percentage of commercial waterborne traffic along the length of Vancouver Island and between the Island and other British Columbia points.

The forest industry in particular was almost completely shut down by the loss of its vital water transportation link. The continued movement of the towboats is vital to the functioning of these operations as they are the principal method of supplying raw materials to the District's pulp mills and sawmills and play a large part in eventual removal of the finished products to local and even foreign markets. Under these circumstances, both the primary area of logging and the secondary areas of newsprint and paper production generally, dressed lumber production, and plywood were sharply curtailed with resulting layoffs and loss of payrolls. In the majority of the District's communities, these payrolls are a significant factor and their absence caused local consumers to reduce their demands for all but the most important and fundamental items of a family budget.

With the settlement of the towboat strike in mid-June, the forest industry in all areas was able to return to seasonal levels of production. So far as the immediate future is concerned, much depends upon labour negotiations presently underway.

The construction industry throughout the entire District remains at a low level reflecting among other factors the current contract dispute between the unions and the Construction Labour Relations Association. But in addition the present high level of interest rates and restricted mortgage funds are also having their effect, particularly in the housing market. Contracts are still being let for commercial building together with school and hospital construction. There would appear to be a reasonable volume of work available to the industry in current and future projects when operations resume. However, in comparison with a year ago, there is a noticeable decline in building permits issued throughout the District.

Within the broad framework of the manufacturing segment of the District economy, the Dockyard at Esquimalt maintained a high level of activity as work proceeded on refitting ships of the Canadian navy and this has been reflected in a steady demand for boilermakers and ship fitters. However, in other shipyards there is only a moderate to slight work load available with correspondingly low employment levels. Machine shop work continued at a steady level in Victoria but elsewhere throughout the District the picture was comparatively spotty.

The tourist trade has been somewhat slower in developing than was anticipated earlier in the year. While it is still too early in the season to form an accurate assessment, primary tourist centres such as Victoria and Campbell River are only having, at best, what may be classified as an average year. This has important employment implications as a substantial number of high school and university students look to this industry for summer employment. Some of the probable reasons for this situation include unemployment levels in other parts of British Columbia and Canada, reduced farm incomes in the Prairie Region, the substantial layoffs in the American aero-space industry centred around Seattle and other points on the U.S. West Coast, and the reduction of the premium on the American dollar as Canadian funds have tended to move towards parity.

Retail sales are always somewhat of a barometer reflecting the general economic picture of a District and these have not been encouraging during the period under review. The reduction in payrolls caused by strikes and lockouts has tended to reduce the volume of retail sales and has also created temporary changes in purchasing behaviour on the part of consumers. Communities such as Powell River, Campbell River, and Port Alberni, which are heavily dependent on the forest industry for a substantial portion of their income have suffered noticeably in this regard, with resultant reductions in employment, working hours, and hirings of summer temporary help.

The future economic outlook for the Vancouver Island District is guarded. It is a region heavily dependent upon outside markets for sales of its major product and, particularly at this time of the year, income from tourist dollars. It is therefore peculiarly sensitive to economic conditions elsewhere in Canada and the United States. Under these circumstances stability of production, production costs, and final costs of goods and services must be achieved in order to ensure acceptability by outside consumers. To the extent that this can be achieved a reasonable, if somewhat unspectacular, growth rate following normal seasonal patterns may be expected in the immediate future.

Okanagan-Kootenay District

Freeing of the Canadian dollar to find its own level on the foreign exchange markets of the world at the end of May has caused considerable concern to residents in the District. The immediate short term impact of the floating exchange rate on the District's economy is expected to be felt primarily in possible reduced exports of forest products, minerals and tree fruits, especially apples. In addition the domestic market for apple concentrates will be subject to greater competitive pressure from cheaper imports originating from European producers. Although U.S. visitors will find it more costly to travel in the District, this is not expected to have any appreciable effect on the level of tourist activity.

The new \$13 million Orchard Park shopping centre at Kelowna, officially launched on June 17 by Marathon Realty, highlighted developments in the District during June. The project, to be completed by 1971, will accommodate forty stores and provide extensive parking. An estimated 200 men will be employed during construction and when completed the shopping centre will provide more than 300 permanent jobs. A further \$21 million will be spent for modern office facilities, a new hotel, a high rise apartment, and a multi-family residential development. The entire complex has been planned and designed to serve all the Okanagan Valley. It is expected that Kelowna will develop as a major centre in the Southern Interior comparable to Kamloops in the Central Interior and Prince George in the northern part of the province.

Economic activity was generally below normal at most centres in the District during May and June, reflecting extension of the construction lockout to carpenters early in May and the growing impact of the work stoppages in this industry on other sectors, especially retail and wholesale trade.

Automobile sales in particular have fallen off sharply in the Okanagan with several dealers reported in a difficult financial position. Real estate transactions have also slackened considerably but shortage of mortgage money and fewer Prairie buyers would account for much of the reduced volume of business in this field.

A seasonal upswing in the travel industry occurred in most areas of the District. However, activity was generally below normal in the Okanagan which is heavily dependent on the summer tourist trade.

In spite of depressed markets most sawmills maintained a fairly high level of production. However, logging continued to be slow as most mills are overstocked with logs and they face a possible work stoppage in their operations after expiry of the union contract on June 15.

The strong demand for refined lead and zinc maintained activity at a high level at Cominco's smelter in Trail in spite of cutbacks in fertilizer output due to reduced demand in the Prairie market. This plant is also threatened with a possible strike in July if negotiations on renewal of the present agreement are not successful.

Production of mobile homes and trailers at the new Moduline Industries plant at Penticton got underway during June. However, as the market is quite soft at present because of unsettled labour conditions and tight money, initial production was below the scale originally planned.

The most important development in the mining sector during the period was the decision by Valley Copper Mines, a Cominco subsidiary, to reconsider their production plans for the Highland Valley area south-west of Kamloops. A new study to be completed within six months will examine the feasibility of initial production on a smaller scale than originally planned with possible future expansion to take place in several stages. Company spokesmen indicated that they decided to shelve their original large-scale development because studies showed that the risks were abnormally high for an operation of this size in view of the current high cost of financing, unsettled labour conditions, proposed new tax laws, and possible effects of unpegging the Canadian dollar.

Although employment continued to expand in the District during May, in contrast to the provincial trend, the normal seasonal growth which occurs at this period was below the level of previous years.

Increased construction employment on non-union projects was largely offset by further layoffs caused by extension of the lockout to carpenters early in May. Normally May and June is a period of substantial growth in the construction work force. The continuing work stoppage in this sector is beginning to affect employment in other industries, particularly trade, services, and mobile home manufacturing.

Substantial employment gains occurred in catering and hospitality occupations but seasonal growth was below normal for the period. Increased hiring activity took place for National Parks staff at Cranbrook and Army Camp personnel at Vernon for the summer months. Additional sawmill workers were also recruited, mainly in Vernon, Kamloops, Trail and Nelson. A strike by civic workers in Penticton on June 4 has affected about 170 employees in the city.

The short-term employment outlook hinges on developments in labour negotiations in the critical construction and forest industries. No break appears imminent in the construction work stoppage at most major projects in the District and very little progress has been made in bargaining for a new contract in the forest industry to replace the agreement which expired on June 15.

Continuation of the construction lockout will further depress employment in the trade sector. In particular, automobile dealers will be hard pressed.

Commencement of cherry-picking in the South Okanagan towards the end of June should provide a significant boost to agricultural employment. However, according to the District Farm Labour Bulletin issued June 5, workers are expected to be in surplus at least until August 15. A possible shortage may develop during September and October after students have returned to classes.

A further seasonal upswing in catering and hospitality occupations is also anticipated during June. Mining employment should expand as Kaiser Resources continue to increase their crews. Several smaller mines in the District also expect to commence production during the summer.

The number of month-end vacancies listed at CMCs showed little change between April and May. Demand increased appreciably for experienced secretaries and stenographers with good shorthand skills, salespersons-commodities, waitresses, cooks, loggers and miners. However, this was partially offset by reduced requirement for carpenters, welders and metal fabricators.

Most numerous hard-to-fill shortages were for insurance salesmen, housekeepers, hairdressers-cosmetologists, heavy duty mechanics, millwrights, electricians, carpenters, pipefitters, and experienced truck drivers for large diesel-electric units. Almost 80 per cent of the vacancies were at Fernie and Trail.

Month-end client registrations for employment at May 31 were virtually unchanged from April 30. Normally a substantial drop occurs during May. Largest surpluses were in construction-oriented and forest industry occupations and in clerical, sales, catering, and hospitality work.

North-Central District

Declining labour demand and oversupplies of manpower characterized District labour markets over May and most of June. A late start-up of summer logging activity, severe profit squeezes on smaller sawmills, an adverse impact on the service industries stemming from the construction lockout, and the entry of students into the labour market all played their part in the deteriorating employment situation.

Although the overall unemployment rate for the District gave indications of a fairly substantial rise, some significant variations emerged between local areas within the District. With the towboat strike closing down the coastal forest industry and persisting through most of the period under review, the Prince Rupert and Terrace areas suffered the greatest increases in unemployment. The effects of the construction lockout were particularly severe in Prince Rupert where a sizeable construction program had been expected for the summer. However, in the relatively healthy Fort St. John - Fort Nelson area, where the lockout did not affect construction activity, the unemployment rate appears to have been below the District average, although this was offset to an extent by larger inflows of transient workers.

Of the 353 vacancies registered in District CMC's at the end of May, approximately 12 per cent were classed as persistent shortages. Of the persistent shortages, 39 per cent were in the Machine Trades category and 29 per cent were in the Service Occupations category. These hard-to-fill occupations are listed below:

Lumber Graders
Pulp Mill Millwrights
Smelter Millwright

Foreman - Woodworking Industry
Hairdressers
Hair Stylists

Diesel Mechanic
Auto Mechanic
Industrial Truck Mechanic
Farm Equipment Mechanic

Cosmetologists
Housekeepers
Combination Cook
First Aid Attendant

One of the major industrial developments about to start is Westcoast Transmission's \$135 million expansion of gas processing facilities at Fort Nelson. The program, which will include 112 miles of 24 inch pipeline from Fort Nelson to the Beatton River gasfield and associated compressor stations, will take two years to complete.

CMC Whitehorse

Despite difficulties deriving from the tight money situation, the expansion of the Whitehorse economy during 1969 has shown encouraging signs of carrying over into this year. Smaller firms have reportedly encountered some problems in raising sufficient funds for intended projects but most of the larger operations have been able to surmount these difficulties. In consequence, employment in May and June registered good gains over the comparable period of last year.

In terms of CMC activity, the volume of job orders is holding at a level 15 to 20 per cent above 1969. A heavy volume of unemployed clients entered the Yukon in the early spring, encouraged by misleading advertising on the part of a small private operator. But with this situation rectified, the flow of job applicants had declined to more manageable proportions by the end of June.

The construction lockout and general economic slowdown in British Columbia had the effect of increasing the local supply of certain trades occupations which were in demand. In particular, a severe shortage of heavy duty mechanics was eliminated. Cessation of the lockout may, however, drain some workers from the Territory later in the summer.

Highlighting the mining sector, additional financing has now permitted Brameda Resources to resume drilling on the Casino copper-molybdenum project, 190 miles northwest of Whitehorse. The purpose of the drilling is to further delineate the zone of secondary enrichment. In another mining development at Mile 1,111 on the Alaska Highway, a contract has been let for preparation of the Wellgreen property of Hudson's Bay Mining and Smelting. The mine is expected to go into production in 1972. Another mine, scheduled to go into production in August, is the Tagish Lake operation of Venus Mines, 17 miles from Carcross. An increase in the probable ore quantity to 600,000 tons was recently announced by the company. Finally, a \$2 million feasibility study has just been announced for the Atlin molybdenum property of Adanac Mining and Exploration. Kerr Addison, the company conducting the study, is required to make a production decision by September of 1971 and, if the decision is favourable, to arrange financing for a production date no later than July 1973.

In the construction sector, a normal pick-up in highway and building activity dur-

ing May absorbed some surplus labour. By June the smallest surplus was of carpenters and the largest surpluses were construction labourers and drivers and operators.

The third main activity in the area, tourism, may be expected to show a slightly lower growth year. Higher unemployment in British Columbia and in the country as a whole might reduce holiday travel. Although this has not yet shown up in reduced hirings, it is still too early to determine how the industry will perform.

DEMAND FOR LABOUR

Economic conditions in British Columbia during the months of May and June were markedly affected by industrial disputes and subsequent layoffs in key industries. This development further aggravated the slowdown in economic and employment expansion attributable to restrictive fiscal and monetary policies. Particularly affecting the export-oriented economy of British Columbia has been the uncertainty created by the freeing of the Canadian dollar from a fixed exchange rate late in May. These factors have combined to effectively halt employment growth.

At 814,000 in May this year, employment registered an absolute decline of 7,000 from April 1970 and only a slight increase over May 1969. This Labour Force Survey estimate of employment undoubtedly overstates the number actually at work and understates unemployment. This follows from the Survey's standardized concept which considers persons on strike or locked out as having a job but not at work. In other words, such persons are classified as employed rather than as unemployed.

The decline of employment among women at 8,000 accounted for the entire drop during May while male employment was maintained at the April level. This reduction in female employment, largely concentrated in the sales and service sectors, resulted primarily from a pronounced slowdown in retail trade and uncertainty prevailing in the service sector which has delayed the normal rise in seasonal job openings. Both these industries are presently affected by a cautious attitude reflected in consumer spending.

The decrease in the number of people at work was concentrated in the 25 to 44 age group which is generally regarded as the prime working age group. Small decreases were also reported for the 20 to 24 year age group reflecting, to some extent, reduced job opportunities for recent graduates of universities and vocational and technical colleges.

During May unemployment climbed to 72,000 in British Columbia, a substantial increase over the 58,000 unemployed last month and close to twice the number for May 1969. A year-to-year comparison indicates that unemployment among men more than doubled while among women it rose by close to 50 per cent. The entire increase among women occurred between April and May this year. Male unemployment, on the other hand, rose by 29,000 over the year and by 9,000 in the month of May alone. As noted before, even the high figure for May somewhat understates the true situation as those persons locked out or on strike are not considered unemployed. No immediate easing of the present high level of unemployment is expected because of unsettled labour negotiations in the forest industry, a number of lesser strikes in the Lower Mainland, and the continuing strike threat of the postal workers.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

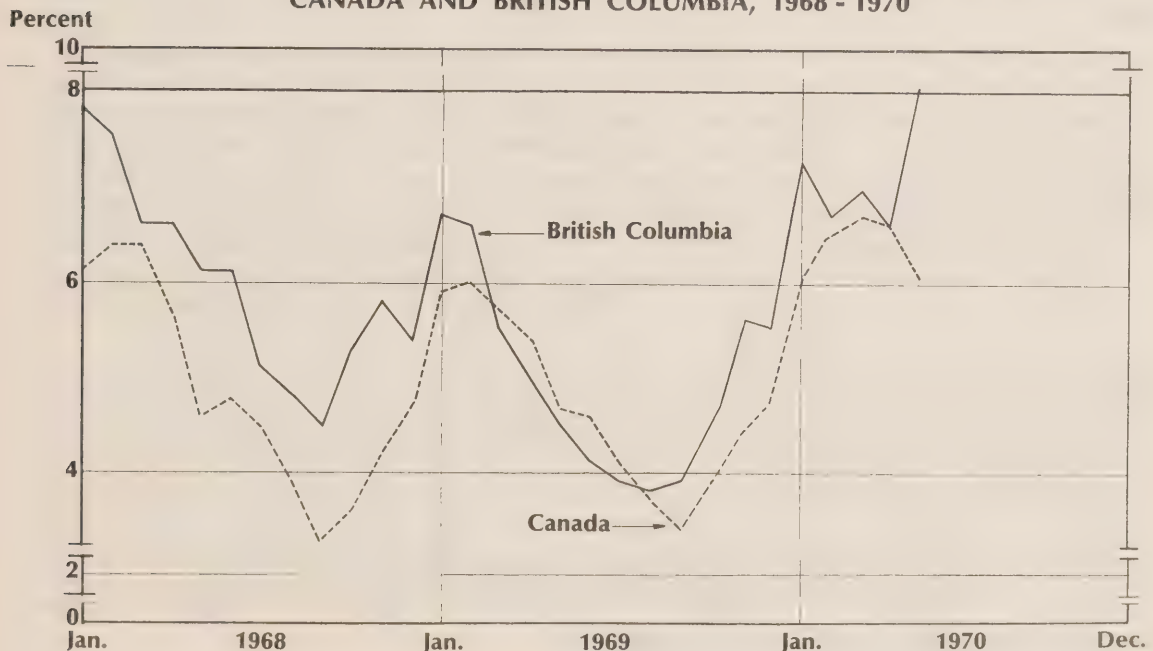
	May 1970 %	April 1970 %	May 1969 %
Canada	6.1	6.6	4.7
Atlantic	6.6	10.4	7.8
Quebec	8.6	8.9	7.2
Ontario	4.2	4.7	3.2
Prairies	4.5	5.4	2.4
Pacific	8.1	6.6	4.5

Source: The Labour Force, D.B.S., 71-001.

The rise in the number of unemployed is reflected in a sizable increase in the unemployment rate, to 8.1 per cent in May 1970 from 6.6 per cent in the previous month and 4.5 per cent in May last year.

This deterioration of employment conditions has resulted in an unemployment rate that had not been experienced since early 1963. It was the highest rate for the month of May since 1960. The sharp rise in unemployment in British Columbia contrasts unfavourably with the declines in all other regions. As a result, British Columbia's unemployment rate is just slightly lower than the rate reported for Quebec but considerably higher than the other regions.

Chart 1
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1968 - 1970



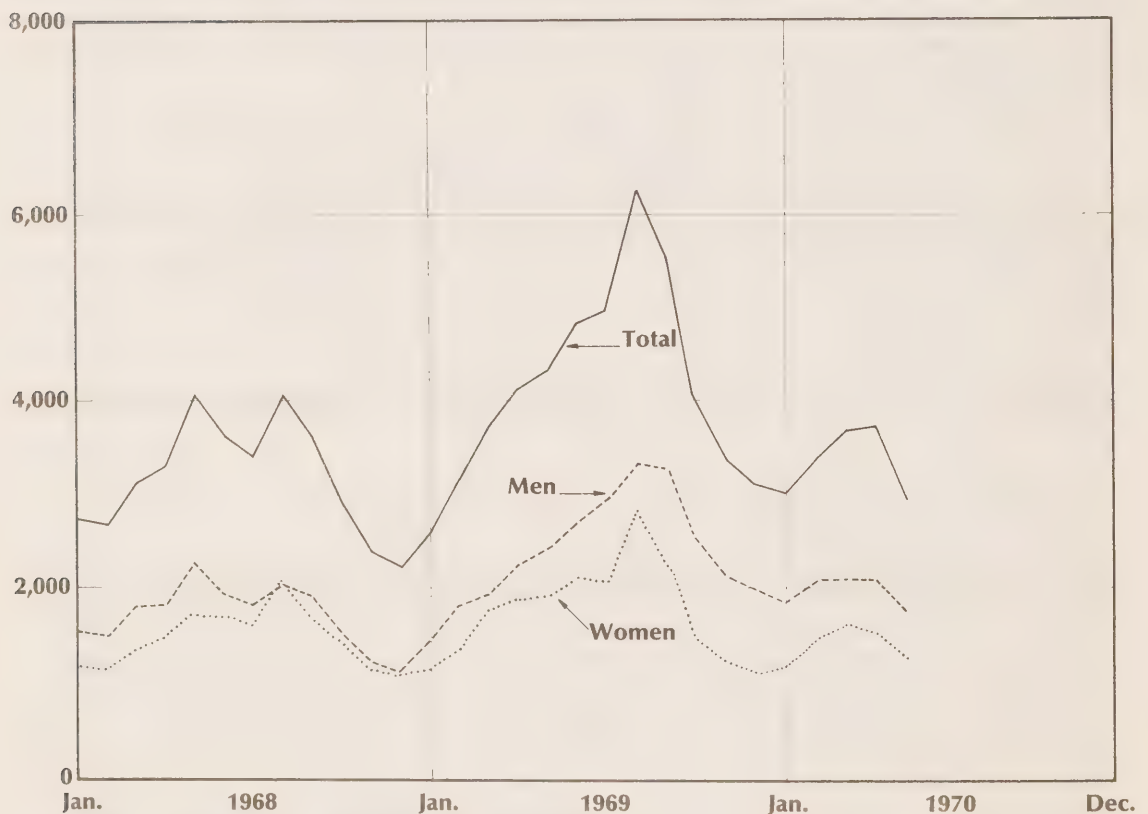
Source: The Labour Force, D.B.S., 71-001.

Table 2 and Chart 1 compare unemployment rates in British Columbia with Canada and the other four regions. Additional relevant data for British Columbia are given in the Statistical Appendix in Table A-1 and Chart 5.

Vacancies registered with Canada Manpower Centres serve as an indication of demand for labour by occupation in the region. With the reduction in employment, the number of vacancies dropped as was to be expected. At 2,992 at the end of May, vacancies were 20 per cent lower than a month earlier. This drop was equally shared by vacancies registered for men and women (see Table 3). Comparing May 1970 with the same month last year, total vacancies declined by 32 per cent. Vacancies for men and women were both reduced by about the same percentage.

While total vacancies give an indication of the aggregate demand, changes in the number of vacancies by major occupational group combined with reported shortages

Chart 2
MONTH-END VACANCIES
PACIFIC REGION, 1968 - 1970



Source: Department of Manpower and Immigration.

(defined as vacancies unfilled for a period of at least 30 days) indicate occupational shifts in the demand of labour. While vacancies registered for women continue to be almost entirely concentrated in the CLERICAL-SALES and SERVICE occupations, the distribution of vacancies for men has shifted both on a monthly and yearly comparison. Although vacancies for men continue to be reported for all major occupational groups, the PROFESSIONAL, TECHNICAL and MANAGERIAL category reported the greatest number in May 1970, edging ahead of CLERICAL-SALES, the largest group in the previous month, and STRUCTURAL WORK, the largest group in May 1969. Vacancies for FARMING, PROCESSING, and BENCH WORK TRADES continue to be very small.

Vacancies registered for women followed the normal distribution pattern with SERVICE occupations showing an abnormally small increase and CLERICAL-SALES occupations a moderate decrease in May over April 1970 and May 1969. Reasons cited are the tight economic conditions over the last few months. In the SERVICE category, sizable chronic shortages continue to be reported for hairdressers, housekeepers, and to a lesser extent experienced pressers. Hairdressers are required to have a B.C. licence and demand is equally spread between Vancouver and the Interior. Demand for housekeepers and other domestic service occupations are for persons willing to live in. About two-thirds of these shortages are located in Vancouver and the remainder spread throughout the province. Constant but lesser demand exists for experienced cooks, mainly for part-time work.

In the CLERICAL-SALES occupational group, the largest shortages for women continue to be, in descending numerical order, for stenographers, general office clerks, bookkeepers, tellers and key-punch operators. Excellent qualifications and training are generally required and demand is centred in the Lower Mainland and the Interior.

In all major occupational groups with the exception of the MISCELLANEOUS category, vacancies registered for men fell during May. There were also fewer vacancies in all major groups except CLERICAL-SALES than a year earlier in May 1969. Although there have been slight shifts in the distribution of vacancies, the occupational groups for which large numbers of vacancies are recorded continue to be the same: PROFESSIONAL, TECHNICAL AND MANAGERIAL, CLERICAL-SALES, SERVICES, MACHINE TRADES, STRUCTURAL WORK, and the MISCELLANEOUS occupational group. Declines from May 1969 to May 1970 were greatest among STRUCTURAL and MACHINE TRADES and the SERVICE occupational group.

In the PROFESSIONAL, TECHNICAL and MANAGERIAL group, the number of registered vacancies this May decreased only moderately over last month and last year. Demand for managerial and engineering occupations continues to show the greatest strength. Mechanical engineers with more than five years specified experience are still in chronic shortage in Vancouver and Kelowna. A variety of engineers with highly specialized plant experience were in short supply throughout the Region. Fully experienced managers in sales, stores, and plant production were required and positions for management trainees continued to be unfilled in Kamloops.

Table 3
MONTH-END VACANCIES BY OCCUPATIONAL GROUP
PACIFIC REGION — MAY 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	340	20.0	62	4.8
Clerical-Sales	317	18.6	466	36.1
Services	183	10.8	675	52.3
Farming, Fishing, Forestry and Related	37	2.2	3	0.2
Processing	33	1.9	7	0.5
Machine Trades	209	12.3	4	0.3
Bench Work	29	1.7	56	4.3
Structural Work	233	13.7	—	—
Miscellaneous	297	17.5	19	1.5
Not Specified	22	1.3	—	—
Total	1,700	100.0	1,292	100.0

Source: Department of Manpower and Immigration.

Total vacancies in the CLERICAL-SALES category fell by almost 20 per cent during the month of May but remained slightly above last year's level. General and life insurance salesmen were again in chronic short supply throughout British Columbia. Wages based on sales commission seemingly continues to deter placement in this occupation. Considerable but lesser shortages exist for experienced automotive parts men and for farm and hardware product salesmen in the Interior.

Contrary to the normal trend, the SERVICES occupation group has declined in terms of May vacancies by close to 52 per cent from last year; a sizable 22 per cent of this decline occurred between April and May this year. This reversal in the usual May increase is generally ascribed to the tight economic conditions and labour disputes which have restrained consumer spending. After the STRUCTURAL WORK category which is affected by the current construction lockout, this group registered the largest drop of all occupational divisions. Shortages still centre on experienced and part-time cooks and on hair stylists, spread throughout the Region.

Notified vacancies for MACHINE TRADES declined moderately during May but remained over 40 per cent above the same month a year ago. A variety of qualified and experienced mechanics continue to be in chronic shortage throughout British Columbia: engineering equipment mechanics, some with shovel experience, are sought in Fernie and in northern parts of B.C.; maintenance mechanics with pulp mill or earth moving equipment experience are demanded in the Interior; journeyman millwrights are still in short supply in Terrace and Port Alberni; and a large number of mine machinery mechanics with mining and quarrying experience continue to be required in Fernie. Lesser implied demand exists for B.C. certified and experienced woodwork-ing graders and foremen in the North-Central District.

In the STRUCTURAL WORK occupational division, total vacancies have fallen by 23 per cent over the last month and by more than 50 per cent since May 1969. This group recorded the largest drop, contrary to its normal seasonal pattern of employment expansion during the spring months. The reason for this is the current lockout of seven unions by the Construction Labour Relations Association of B.C. This lockout affected about 7,000 persons initially. As the effect spread halting construction activity on most major projects in the province, an additional 10,000 construction workers are estimated to be without employment. As a result, many former chronic shortages in construction trades disappeared or were largely reduced in size. However, considerable demand still exists for electrical repairmen, particularly for those with journeyman status, in New Westminster, Trail and Fernie. Journeyman carpenters and pipefitters continue in short supply in Trail.

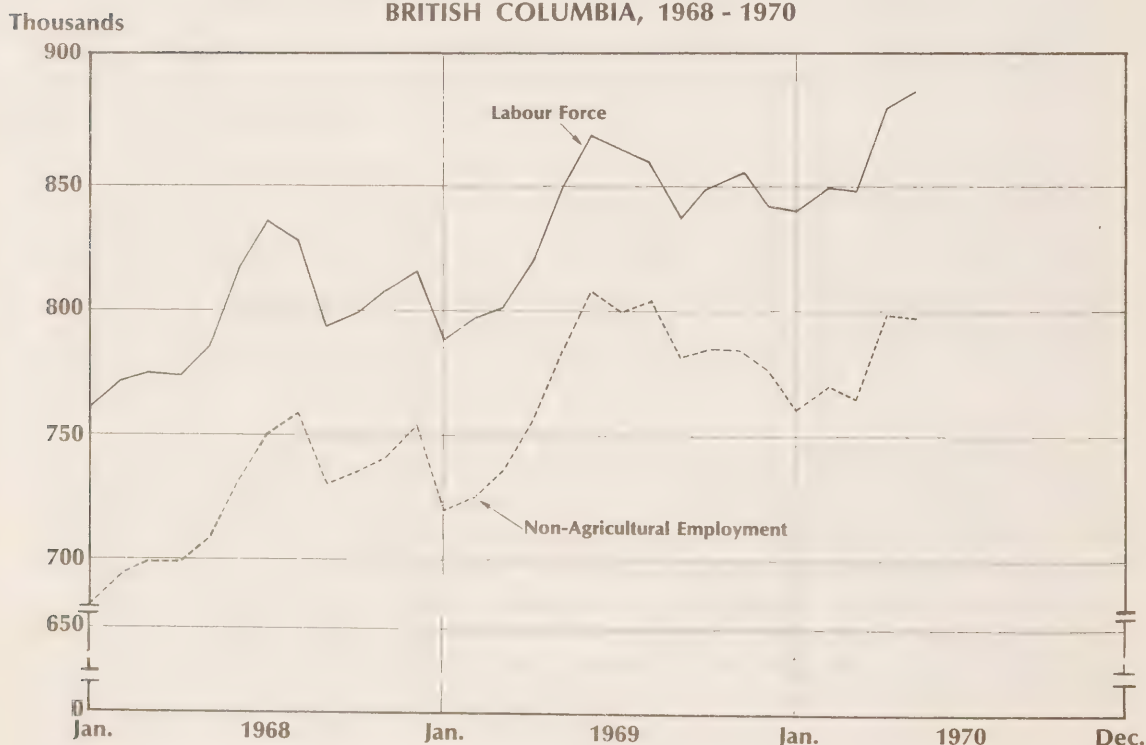
Unlike the other groups, vacancies registered in the MISCELLANEOUS category rose moderately during the month but were still 24 per cent lower than in May last year. Chronic shortages continued to exist for heavy duty truck drivers in Fernie with off-highway experience. Considerably lesser demand was reported for truck drivers in North Vancouver, B.C. 4th class stationary engineers with wood preserving experience in Dawson Creek, and experienced tire repairmen in Powell River.

SUPPLY OF LABOUR

The British Columbia labour force rose slightly in May 1970 to 886,000 from 879,000 last month and by 38,000 over May 1969. In terms of growth rates, the increases of 0.8 and 4.5 per cent respectively were much lower than in recent months and contrary to the normal pattern of substantial labour force growth during May. This suggests that a number of people have left the labour force temporarily or that young people, mainly students, who normally enter the labour market at this time, have not been looking for work.

An unusual development from April to May 1970 was a marked withdrawal from the labour force of a substantial number of persons between 25 and 44 years of age, generally considered the prime working age group. This reduction occurred mainly among women and their total number in the labour force declined by 3,000 during May. But an additional 10,000 men entered the labour force. Men, especially in the prime working age group, are less likely than women to leave the labour force even in the absence of employment opportunities. However, by remaining in the labour force they will be recorded as unemployed and looking for work.

Chart 3
LABOUR FORCE AND NON-AGRICULTURAL EMPLOYMENT
BRITISH COLUMBIA, 1968 - 1970

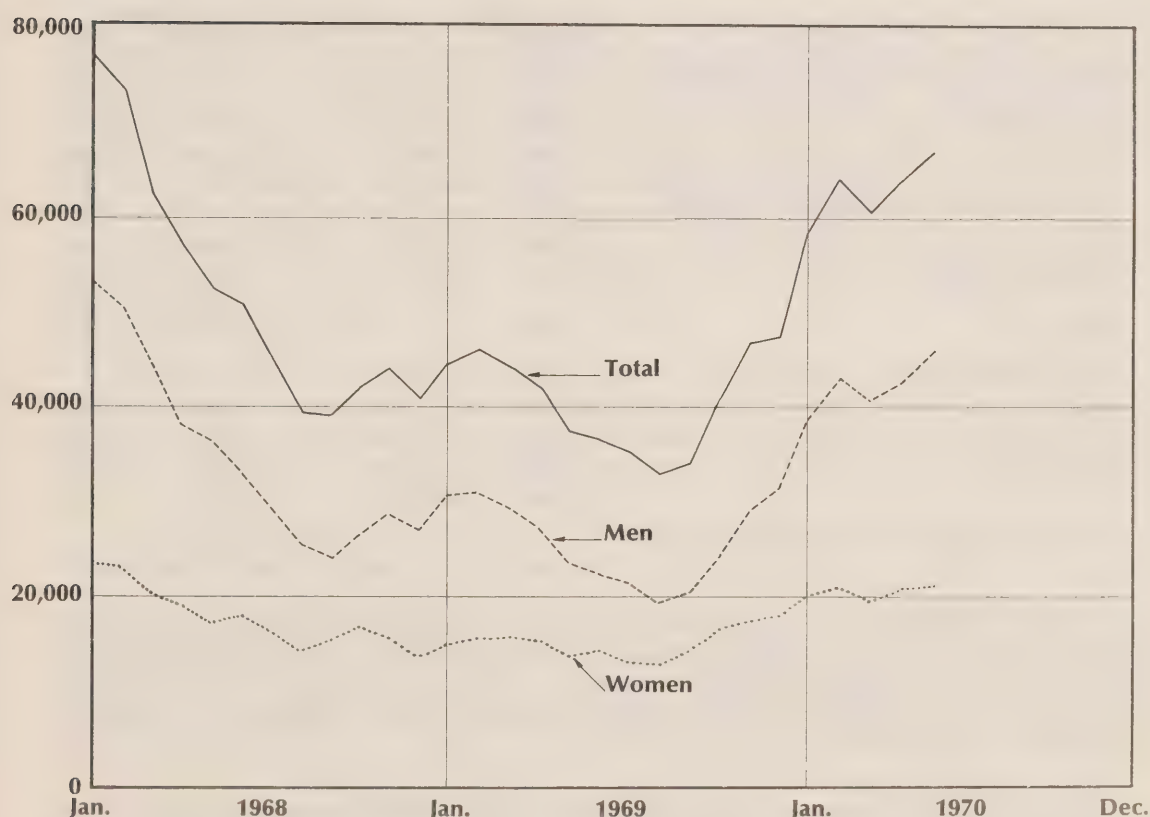


Source: The Labour Force, D.B.S., 71-001.

Reflecting the general trend of the labour force, the overall participation rate (labour force as a percentage of the population 14 years and over) was 58.1 per cent in May 1970, marginally higher than in the previous month and the same month a year ago. The participation rate for the total labour force was maintained at this relatively high level because male participation increased to the unusually high rate of 78.9 per cent. This more than compensated for the small decrease in participation of women.

Registrations of month-end clients seeking work provide an indication of excess labour supply by occupational group. Because the publication date of this Review has been moved forward, client registrations for May were available only for the major occupational groups. The usual analysis for individual occupations cannot, therefore, be furnished.

Chart 4
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1968 - 1970



Source: Department of Manpower and Immigration.

The number of clients registered with Canada Manpower Centres increased 79.4 per cent from May 1969 to May 1970. This sizeable increase is generally attributed to the tight economic conditions and widespread labour unrest throughout British Columbia. It is a reflection of the high unemployment rate of 8.1 per cent this May.

The increasing unemployment among men and the apparent withdrawal of women from the labour force were both reflected in changes of client registrations during May.

On the year-to-year comparison, male registrations in May 1970 were up 94.9 per cent and female were up only 50.4 per cent. During the month of May alone, male registrations rose by 6.2 per cent while female registrations fell slightly.

Table 4
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION — MAY 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	3,826	8.3	894	4.3
Clerical-Sales	4,120	9.0	9,306	44.4
Services	3,393	7.4	5,215	25.0
Farming, Fishing, Forestry and Related	595	1.3	38	0.2
Processing	565	1.2	141	0.7
Machine Trades	3,326	7.2	27	0.1
Bench Work	520	1.1	457	2.2
Structural Work	11,458	24.9	5	—
Miscellaneous	9,383	20.4	721	3.5
Not Specified	8,808	19.2	4,091	19.6
Total	45,994	100.0	20,895	100.0

Source: Department of Manpower and Immigration.

The distribution of client registrations among the major occupational groups continues to be similar to the distribution of vacancies. Women are heavily concentrated in SERVICES and CLERICAL-SALES occupations and men among the STRUCTURAL WORK, MISCELLANEOUS, CLERICAL-SALES, PROFESSIONAL, TECHNICAL and MANAGERIAL, and SERVICES occupational groups.

The number of women clients registered in the CLERICAL-SALES and SERVICES occupational groups represented 69 per cent of all female registrations in May 1970.

While little changed from April 1970, this percentage represents a definite reduction from the 79.5 per cent in May a year ago.

The number of women looking for work in CLERICAL-SALES occupations increased slightly during May 1970 and was still 30 per cent over last May's figures.

The larger number of women registered with CMCs this year as compared with last year can be ascribed to tight economic conditions. At this stage it is uncertain whether the small increase during the month indicates a slight decline in employment conditions or the result of changes in the number of women in the labour force.

In the SERVICES category, there was a twelve month increase in the number of women registered of over 27 per cent in May 1970, although very little increase occurred in the last month alone. Reasons for the former increase probably stem from reduced consumer spending and this in turn had a particularly adverse affect on the travel and hospitality industry which normally experiences a decided upswing during May. This situation has probably been aggravated by the large number of layoffs in the Seattle area.

Male client registrations in May 1970 in each major occupational group showed substantial increases over the previous month and over the twelve-month period since May 1969. The PROFESSIONAL, TECHNICAL and MANAGERIAL category recorded the largest increase, up 86.8 per cent from May 1969. There was even a 23 per cent increase over April 1970. Most of these clients are recent graduates from universities and technical colleges. With the present uncertainty in the short-term economic outlook and prevailing low employment activity due to tight market conditions, employers tend to defer hiring if possible and to increase their selectivity by stressing specialization and experience when taking on new staff. As a result, graduates face great difficulty in finding appropriate jobs.

The CLERICAL-SALES occupational category also reported a large increase in the number of registered male clients, 65 and 12 per cent on the year-to-year and on the month-to-month basis. As with the rise in registrations of women in this group, the effects of reduced spending on sales and office help appears to be the principal cause.

MACHINE TRADE registrations, the occupational group accounting for the third largest percentage increase in registered male clients, were in May 1970, 77 per cent above last year and 12 per cent higher than April 1970. Depressed lumber market conditions, layoffs in logging and pulp and paper mills resulting from the towboat strike, and the construction lockout, were the major reason for these increases. With the IWA and the Pulp Mill Workers' contracts expiring during June, any strikes in the forest industry would tend to increase registrations in MACHINE TRADES despite the settlement of the towboat strike on June 14.

Registration in the STRUCTURAL WORK category, numerically the largest group increased by close to 84 per cent between May 1969 and May 1970; the increase since

April 1970 was 3.7 per cent. The obvious cause is the construction lockout in effect since April 14 and the resultant layoff of large numbers of workers in related industries. Once this industrial dispute is settled, registrations in this group will be substantially reduced as activity is normally at a peak at this time.

In the MISCELLANEOUS occupation group, registrations were up close to 67 per cent in May from a year ago and about 2 per cent over the preceding month. This increase is generally attributed to the prevailing low level of economic activity adversely affecting road transport and logging occupations which are classified in this category.

A much smaller increase of 28 per cent since May 1969 occurred in male registrations in the SERVICES occupational group. This group showed only a slight increase from April to May 1970. Again reduced spending curtailed employment in this field.

THE MANPOWER CONSULTATIVE SERVICE

By Ranjit S. Azad, Senior Officer MCS, Pacific Region

One of the distinguishing features of an industrial society is that its economic and industrial systems are never in a state of equilibrium. The constant search for increased productivity and efficiency leads to the introduction of better machines and newer technology. Automated equipment often causes labour surpluses which can result in considerable hardship for individual workers. Consequently some action may be necessary to assist employees affected by industrial and economic changes. In Canada the necessary action can be taken under the Manpower Adjustment Program, an integral part of the overall program of the Department of Manpower and Immigration.

This program is administered by the Manpower Consultative Service (MCS), one of the smallest components of the Department of Manpower and Immigration. Its total staff, including clerical support and those at National Headquarters, numbers only nineteen. However, structurally and functionally the MCS is so organized that it can efficiently respond to the needs of workers and employers without delay. The field officers of the MCS have wide latitude in decision making so that they can resolve industrial problems with a minimum of direction from Ottawa.

The MCS was established in June 1963. Its primary responsibility is to encourage management and labour to take collective action in resolving the manpower adjustment problems that arise from automation or from technological and economic change. It provides financial incentives to facilitate joint labour-management research and planning to accommodate internal manpower adjustment required by industrial conversion or transformation. It is also responsible for co-ordination of public and private programs that are designed to bring about satisfactory manpower adjustment.

The Manpower Consultative Service program has three distinct elements, research and planning, a joint labour-management approach and the co-ordination of private and public adjustment programs.

Research and advance planning by management and labour are obviously the most logical starting point. When a decision for change is made, it is essential to initiate manpower planning when the engineers start preparing drawings for the installation of new equipment. Such advance plans can ensure the availability of required skills and resolve many items of contention between management and unions. Various financial incentives are available to management such as provision for the training and re-training of employees and for interplant mobility if the company operates more than one plant.

Joint action by labour and management is a matter of paramount importance if manpower adjustment programs are to be successful. If workers are given the opportunity to express their views and ideas about the industrial changes through their chosen representative, they tend to feel an integral part of the process. Suspicion, uncertainty, and distrust are products of unilateral action which ultimately increases hostility and friction. Thus productivity falls and industrial strife is intensified. Many good employers who have expanded the concept of participative management to the lowest level are well aware of the value of employee involvement. In the case of adjustment or change they give workers full opportunity to assist in the assembly and formulation of solutions. Such joint action also assists labour and management to resolve questions of seniority, transfers, or wage revisions in advance of actual changes.

Implementation of adjustment measures is the result of other activities such as research, planning, and negotiation. At this point all prepared plans and schemes are put to test for their validity and effectiveness. Both the private and public adjustment measures are applied to make the change as painless as possible to the workers.

The role of MCS in manpower adjustment is to provide financial incentives and technical advice, to co-ordinate public programs with the private measures, and to assist the parties in the resolution of related issues and problems. The financial incentives include payment of up to 50 per cent of the overall cost of research and advance planning and assistance to workers for interplant transfers within the same company.

In British Columbia the MCS approach to economic and technological change has already been adopted by five groups: (i) Bulkley Valley Forest Industries and the International Woodworkers of America; (ii) the Electrical Contractors Association of B.C. and the International Brotherhood of Electrical Workers (Locals 230, 344, 993, 1003, 2203); (iii) the Mechanical Industrial Relations Association and the United Association of Plumbers and Pipefitters (Local 170); (iv) the Master Painters Association and Painters Union (Local 138); and (v) a fish processing study involving Canada Manpower, the Department of Indian Affairs and Northern Development, the Department of Fisheries and Forestry, the Fisheries Association of B.C., and the Native Brotherhood of B.C. In addition, several individual companies, labour organizations, and industry associations are considering the application of the MCS programs.

STATISTICAL APPENDIX

LABOUR FORCE, EMPLOYMENT, UNEMPLOYMENT
INDUSTRY INDICATORS —

- Forestry
- Construction
- Mining
- Trade

Chart 5
LABOUR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BRITISH COLUMBIA, 1965 - 1970

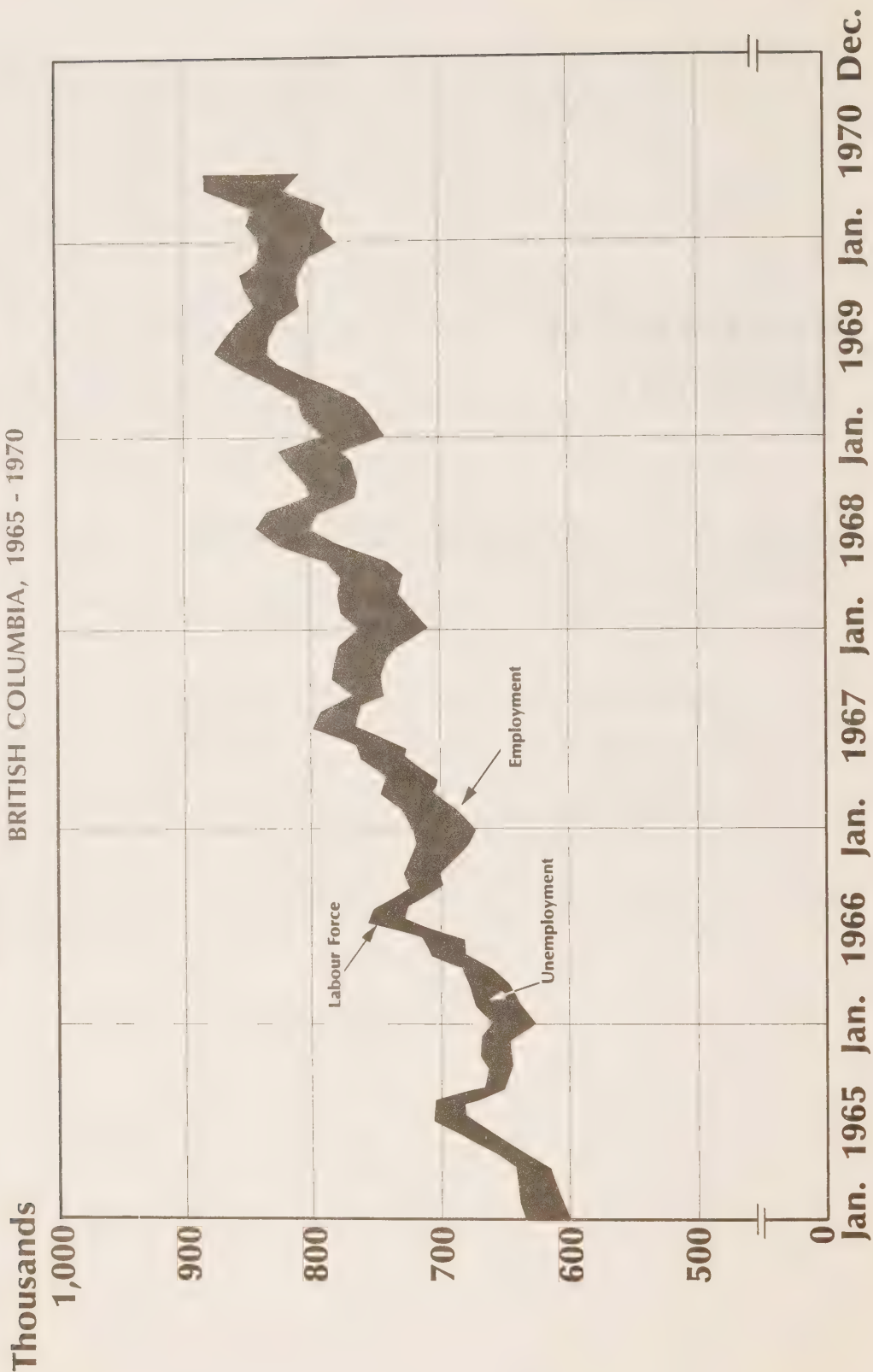


Table A-1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	May 1970	April 1970	May 1969	Change May 69/70 %
(Estimates in Thousands)				
POPULATION (14 and over)				
Men	758	754	729	+ 4.0
Women	767	764	739	+ 3.8
Total	1,525	1,518	1,468	+ 3.9
LABOUR FORCE				
Men	598	588	573	+ 4.4
Women	288	291	275	+ 4.7
Total	886	879	848	+ 4.5
EMPLOYED				
Men	542	541	546	—
Women	272	280	264	+ 3.0
Total	814	821	810	—
Non-Agriculture	793	798	784	—
Agriculture	21	23	26	—
UNEMPLOYED				
Men	56	47	27	+ 107.4
Women	16	11	11	+ 45.5
Total	72	58	38	+ 89.5
UNEMPLOYMENT RATE	8.1	6.6	4.5	—
*PARTICIPATION RATE				
Men	78.9	78.0	78.6	—
Women	37.5	38.1	37.2	—
Total	58.1	57.9	57.8	—

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, D.B.S., 71-001.

Table A-2
EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	February 1970	January 1970 (Estimates in Thousands)	February 1969	Change February 69/70 %
Forestry	19.7	20.0	16.8	+ 17.3
Mines, Quarries and Oil Wells	11.6	11.3	9.5	+ 22.1
Manufacturing				
Durables	79.0	78.9	75.4	+ 4.8
Non-Durables	50.0	51.4	49.7	+ 0.6
Total	129.0	130.3	125.1	+ 3.1
Construction	36.5	35.9	33.2	+ 9.9
Transportation, Communication, and Other Utilities	80.5	80.0	75.6	+ 6.5
Trade	117.1	115.6	105.0	+ 11.5
Finance, Insurance, and Real Estate	31.5	31.2	29.2	+ 7.9
Community, Business, and Personal Services				
Commercial Sector	82.6	83.0	75.1	+ 10.0
Non-Commercial Sector	108.9	107.2	106.4	+ 2.3
Total	191.5	190.2	181.4	+ 5.6
Public Administration and Defence*	40.4	40.4	39.3	+ 2.8
Total	657.9	654.9	615.2	+ 6.9

(P) Preliminary

* Defence excludes noncivilian employees

Note

There is a substantial difference between the total in Table A-2 above and the labour force estimate of total employed shown in Table A-1. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to **employees** whereas the estimate of total employed in Table A-1 includes all persons who had a job, both employees and **others**. In addition, Table A-2 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-3
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to Date Amount	Date Change 69/70 %
PRODUCTION						
Timber Scaled	M.cu.ft.	March	207,900	+ 12.1	519,000	+ 25.6
Lumber Sawn	M.f.b.m.	April	690,200	+ 2.2	2,644,800	+ 0.9
Plywood Production	M.sq.ft. ^{3/8"}	February	155,700	+ 4.7	314,700	+ 9.4
Paper Production	Tons	March	162,600	+ 1.4	468,200	+ 4.9
Pulp Production	Tons	March	453,000	+ 4.1	1,257,800	+ 11.9
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	March	169.93	+ 5.5		
Saw, Shingle and Planing Mills	\$ per week	March	135.98	+ 3.7		
Veneer and Plywood Mills	\$ per week	March	135.97	+ 4.4		
Pulp and Paper Mills	\$ per week	March	177.42	+ 7.5		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	March	3.55	+ 6.0		
Veneer and Plywood Mills	\$ per hour	March	3.61	+ 6.5		
Pulp and Paper Mills	\$ per hour	March	4.19	+ 6.9		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	March	36.5	— 3.2		
Veneer and Plywood Mills	Hours	March	36.1	— 3.5		
Pulp and Paper Mills	Hours	March	40.1	— 0.2		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	March	118.9	+ 4.1		
Saw, Shingle and Planing Mills	Index	March	107.9	— 2.3		
Veneer and Plywood Mills	Index	March	123.4	— 1.2		
Pulp and Paper Mills	Index	March	160.3	+ 6.6		

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Bureau of Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to D Amount	Ch 6
Building Permits	\$'000	April	40,556	— 52.1	153,600	—
Housing Starts	Units	April	1,207	— 55.0	5,480	—
Housing Completions	Units	April	1,631	+ 10.6	6,758	+
AVERAGE WAGES AND SALARIES						
Building	\$ per week	March	188.04	+ 16.4		
Engineering	\$ per week	March	185.05	— 0.6		
AVERAGE EARNINGS						
Building	\$ per hour	March	5.42	+ 19.6		
Engineering	\$ per hour	March	5.08	+ 9.5		
AVERAGE WEEKLY HOURS						
Building	Hours	March	34.7	— 2.0		
Engineering	Hours	March	35.4	— 12.3		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	March	195.0	+ 18.4		
Engineering	Index	March	95.5	+ 4.1		

Source: Building Permits, D.B.S., 64-001.
 Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Canadian Housing Statistics, C.M.H.C.

Table A-5
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to Date Amount	Change 69/70 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs	March	13,014	— 6.6	45,512	+10.9
Molybdenum Shipments	'000 lbs	February	1,886	— 3.9	4,326	+ 6.9
Lead Shipments	'000 lbs	March	16,480	— 9.2	59,653	+29.1
Zinc Shipments	'000 lbs	March	22,725	+ 3.0	69,032	— 4.6
Crude Oil Production	'000 bbl	March	2,180	+ 2.3	64,300	+ 9.7
Natural Gas Production	M.cu.ft.	March	30,631	+ 2.5	91,407	+ 5.1
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	March	174.02	+10.3		
Average Earnings	\$ per hour	March	4.28	+12.0		
Average Weekly Hours	Hours	March	39.8	—		
*EMPLOYMENT INDEX (1961 = 100)	Index	March	143.9	+17.5		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.

Table A-6
ECONOMIC INDICATORS — B.C. TRADE

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to Date Amount	Change 69/70 %
TRADE						
Exports through B.C. Ports	\$'000	March	227,700	+ 4.5	670,000	+12.7
Imports through B.C. Ports	\$'000	March	139,000	+51.3	333,000	+22.7
Exports through Vancouver	'000 tons	March	1,561	+ 9.2	4,917	+ 8.8
Imports through Vancouver	'000 tons	March	560	—12.4	1,597	— 3.3
Retail Sales	\$'000	March	240,860	—	701,400	+ 5.5
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	March	137.70	+ 7.3		
Retail	\$ per week	March	99.23	+10.0		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	March	137.0	+ 6.4		
Retail	Index	March	155.8	+ 2.0		

Source: Retail Trade, D.B.S., 63-005.
 Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	66B Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	Federal Building, 27 Fifth Street	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Hope	308 Wallace Street	869-5722
Kamloops	345 Third Avenue	372-2515
Kelowna	336 Leon Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	542-5617
Victoria	1415 Vancouver Street	385-6711
Whitehorse	P.O. Box 1798, Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs and STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver City College, 951 West 12th Avenue	736-7929
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Paterson	Via P.O. Box 639, Rossland	362-5940
Prince George	P.O. Box 399, Federal Building, 1323 Fifth Avenue	564-5818
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 492, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government Street	385-2467

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
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CANADA

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Foreword

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Table 1

**POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA**

	August 1970	July 1970 (Estimates in Thousands)	August 1969	Change August 69/70 %
POPULATION (14 and over)				
Men	766	763	736	+ 4.9
Women	775	772	746	+ 5.5
Total	1,541	1,535	1,482	+ 5.1
LABOUR FORCE				
Men	616	621	587	+ 4.9
Women	287	298	272	+ 5.5
Total	903	919	859	+ 5.1
EMPLOYED				
Men	568	565	565	—
Women	271	278	261	+ 3.8
Total	839	843	826	+ 1.6
Non-Agriculture	815	807	804	+ 1.4
Agriculture	25	36	22	—
UNEMPLOYED				
Men	48	56	22	+ 118.2
Women	16	20	11	+ 45.5
Total	64	76	33	+ 93.9
	%	%	%	
UNEMPLOYMENT RATE				
	7.1	8.3	3.8	—
*PARTICIPATION RATE				
Men	80.4	81.4	79.7	—
Women	37.0	38.6	36.5	—
Total	58.6	59.9	58.0	—

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, D.B.S., 71-001.

THE LABOUR MARKET

The quarter under review established a new record for employment in British Columbia. But at the same time unemployment was disturbingly high as the expansion of jobs has not kept pace with the growth of the labour force during the past year. In the twelve months since August 1969 the labour force increased by 44,000 (5.1 per cent) while employment rose by only 13,000 (1.6 per cent). As a result the number of persons without jobs and looking for work in August 1970 was twice as high as a year earlier. But by then both the number of unemployed and the unemployment rate were down from the very high levels of May, June, and July. During those months actual and threatened industrial disputes combined with the existing restrictive economic policies to push unemployment to the highest levels since the winter months of early 1961.

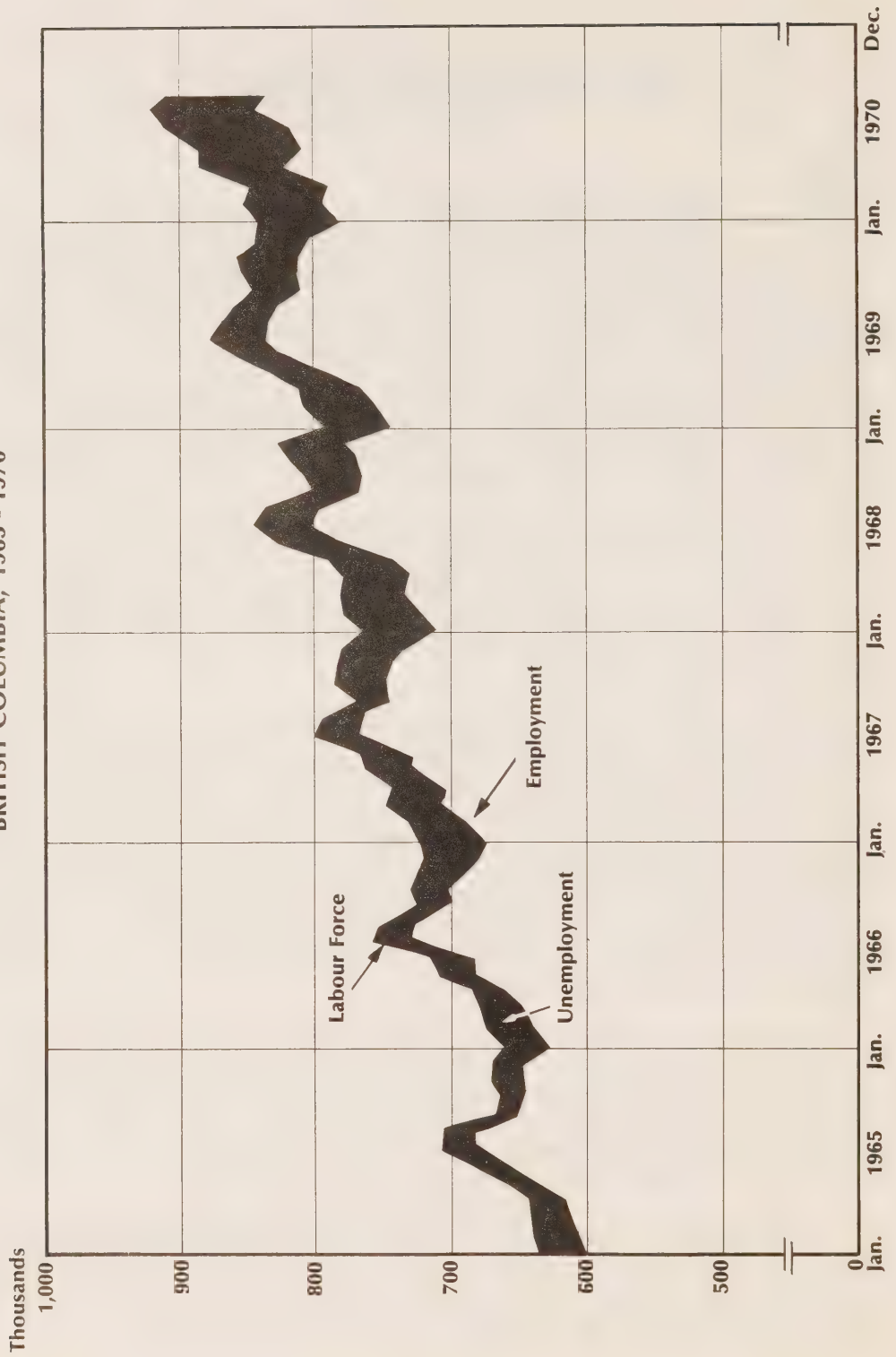
The most recent figures from the D.B.S. labour force survey are for August 1970. In that month the B.C. labour force totalled 903,000 which represents a drop of 16,000 from July, when the annual peak occurred. This decline, made up of 5,000 men and 11,000 women, was significantly larger than the decline which normally occurs at this time. In fact the unusually large decline was the principal factor causing the much improved unemployment situation.

The drop in the labour force was concentrated in those of student age, particularly teenagers. Presumably students returning to school left the labour force slightly ahead of their normal September departure if they had not found jobs. Another age group showing a marked reduction in size was those between 45 and 64. This is unusual because the labour force participation of people of this age hardly changes between July and August in most years. The probable explanation this year is that the reduction reflects the withdrawal of older married women who entered the labour market at a time when there were widespread strikes and lay-offs. This explanation is consistent with the sharp rise in participation among women from April to July and the August return to more normal levels.

Employment evidently reached its peak for the year in July and then showed a small decline of 4,000 in August to 839,000. This is in line with the established pattern of recent years. But the overall level of employment clearly reflects the general weakness in economic conditions. As compared with a year earlier, total employment in August 1970 was only marginally higher. In the twelve months there has been a gain of no more than 3,000 jobs for men and 10,000 for women.

There appears to have been continued growth in the service sector of the economy, at least on the basis of year-to-year comparisons. But monthly employment in the goods producing sector (primary industries, manufacturing, and construction) has fallen behind last year since the early summer, primarily because of a much lower

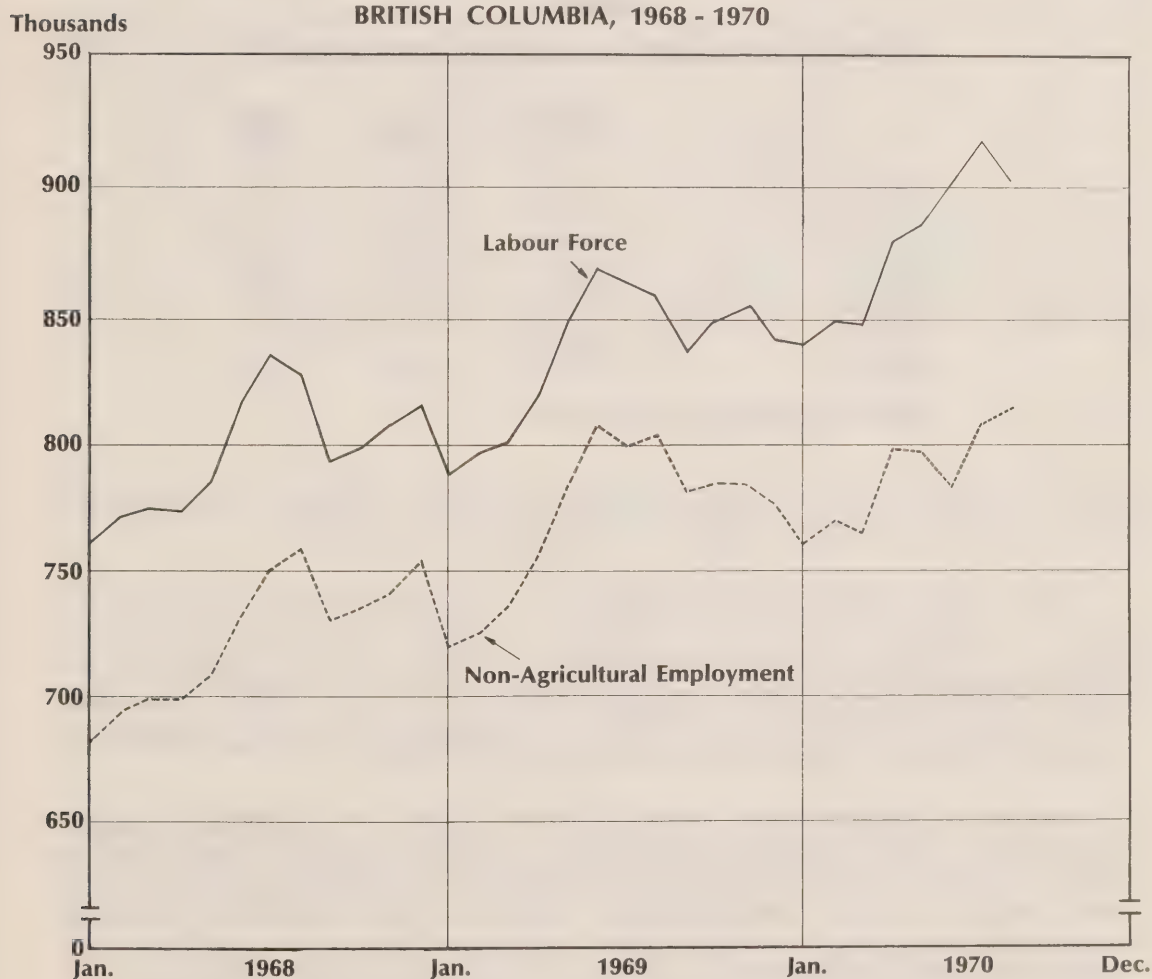
Chart 1
LABOUR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BRITISH COLUMBIA, 1965 - 1970



level of construction and manufacturing. The very small twelve-month increase in male employment is undoubtedly a direct reflection of this lower level of activity, just as the increased female employment probably reflects the strength of the services in general.

Until May 1970 the growth in total monthly employment had been running 4 to 6 per cent ahead of the corresponding month in the previous year. But in May and June, which were severely affected by labour disputes, there was either no increase in employment or an actual decline. Even August, when employment figures were not seriously affected by disputes, showed a twelve-month increase in total employment of only 1.6 per cent. (The August figures were not affected because although there were

Chart 2
LABOUR FORCE AND NON-AGRICULTURAL EMPLOYMENT
BRITISH COLUMBIA, 1968 - 1970



Source: The Labour Force, D.B.S., 71-001.

several major strikes in progress, those involved are classified as employees—they have a job but are not at work.) Now that policies to encourage economic growth are being cautiously introduced in this third quarter, employment can be expected to stabilize during the winter months. However, a significant improvement is not likely to occur before next spring.

The unemployed numbered 64,000 in August, 12,000 fewer than in July 1970 but close to twice the number a year ago. At 7.1 per cent of the labour force, the unemployment rate for August 1970 shows a continuous improvement from the exceptionally high rate of 9.7 per cent in June. The unusually large number of withdrawals from the labour force already noted was primarily responsible for the reduction in unemployment which affected all age groups except those between 45 and 64. It appears

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

	August 1970 %	July 1970 %	August 1969 %
Canada	5.1	5.9	3.7
Atlantic	5.6	6.7	5.5
Quebec	7.1	7.5	5.8
Ontario	3.8	4.7	2.6
Prairies	3.4	3.9	1.8
Pacific	7.1	8.3	3.8

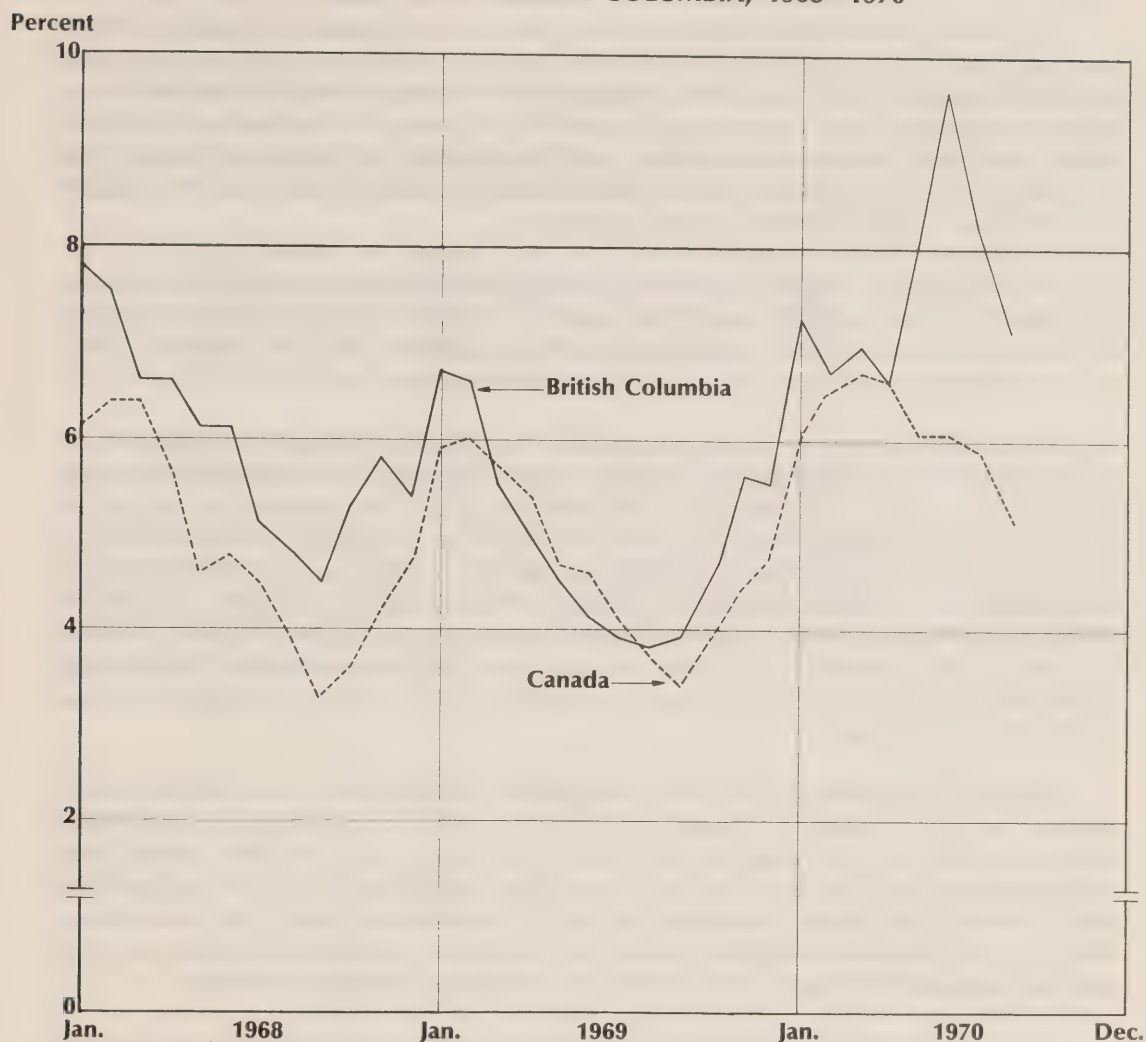
Source: The Labour Force, D.B.S., 71-001.

that B.C. industry was still not back to normal in August so a further reduction in the number of people looking for work is to be expected in September.

For Canada as a whole the unemployment rate fell from 5.9 per cent in July to 5.1 per cent in August. This compares with only 3.7 per cent in August 1969. Unemployment in all five regions declined in August but remained well above 1969 levels. Although British Columbia showed the largest increase of all the regions over August 1969, it also experienced the largest improvement in August 1970. But it continues to share with Quebec the highest unemployment rate in Canada.

Month-end statistics from Canada Manpower Centres serve as additional indicators of trends within the labour market for the period under review. Registrations of clients out of work and seeking jobs provide insight into unemployment by occupational group. Vacancies, on the other hand, outline the unmet demand for labour by occupational group registered with Canada Manpower Centres. In every case registered clients outnumber vacancies. The ratio of vacancies to clients in British Columbia this August (about 6 per cent) compared to the same month in 1969 (17 per cent)

Chart 3
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1968 - 1970



Source: The Labour Force, D.B.S., 71-001.

underlines the general deterioration in employment during the year. But since July 1970 this ratio has improved by 1.5 percentage points. This trend is expected to continue during September and more slowly during the fall months.

Total client registrations at 56,960 in August 1970 were over 70 per cent above the same month last year but have fallen continuously from the high of 66,889 reported for May 1970. In contrast, vacancies have dropped from 6,212 in August 1969 to 3,443 in

August 1970, a reduction of close to 45 per cent. The number of vacancies reported had been declining since April this year but in August the number increased by 30 per cent over the preceding month.

Considering men and women separately, the number of men registered in CMCs grew at a rate twice as high as women over the year ending this August (for actual numbers see Table A-2). Comparing August 1970 with the previous month, male registrations dropped slightly but did not fully reflect the general improvement in employment, particularly at the prime working age. The number of women registered was fractionally up over July but again this small addition cannot account for the increase in unemployment among older women aged 45-64.

The distribution of client registrations among major occupational groups continues to follow the same pattern: women are heavily concentrated in clerical-sales and services and men in the structural work, miscellaneous, clerical-sales, professional, technical and managerial; services, and machine trades categories.

The number of women in the clerical-sales and services categories account for 72 per cent of all female registrations in August 1970. Although little changed from July 1970, this represents a definite reduction from the 80 per cent reported in August last year. In the clerical-sales category, women clients increased slightly in number during August this year. They number about 30 per cent over August a year ago. The percentage increase over the year is similar in the services category but, during August this year alone, the number of women registered in this group declined slightly. Reasons basically are the generally tight economic conditions that have depressed employment expansion throughout 1970, at a time of rapid labour force growth and greatly increased female participation.

With the termination of the work stoppage in construction in late July and settlement of the I.W.A. strike, it is surprising to note that more registrations in the related structural work and miscellaneous occupational groups in August 1970 showed very large increases over last year, about 90 and 70 per cent respectively. The occupational group showing the largest increase at the end of August over August 1969 was the professional, technical and managerial group; it recorded a rise of nearly 115 per cent but involves considerably fewer clients than the two groups mentioned above.

The number of men registered in the structural work category during August 1970 remained virtually unchanged from July. But a reduction is expected by September as construction activity will increase after the summer lockout. However the level of activity will remain much below last year till at least late spring next year.

In the miscellaneous group registrations increased a little during August. As truck drivers and logging occupations join the core of surplus men clients, speedy termination of the Pulp and Paper Workers' of Canada dispute would effectively contract these surpluses.

Throughout 1970, a surplus of recent graduates or graduates with little experience, has resulted in large increases in male registrations in the professional, technical and managerial groups. During the month of August alone this group increased over 13 per cent. Again tight economic conditions are cited as the main reason as they permit greater selectivity by employers.

The clerical-sales and services occupational groups showed an increase of male registrations above 40 per cent this August compared to a year ago but recorded a modest decline from July 1970. This continues the general trend of lower level of economic activity comparing this year to last and the small improvement during August.

Male registrations in the machine trades, which have doubled over the twelve-month period, increased slightly during August 1970. Large surpluses in this category, machinists, mechanics and woodworking occupations, are linked to the still unsettled forest industry. Again improvement is indicated during the fall but the timing is dependent on settlement of outstanding disputes.

Much less can be said about vacancies than clients registered in CMCs, since the number of vacancies total only 3,443 for August 1970 in contrast to 56,960 clients.

Unlike registered clients, vacancies for men and women this August as compared to August a year ago fell nearly an equal amount (about 44 per cent each). They continued to be evenly divided between the sexes. The improvement in vacancies in August was more marked for women than for men. Details for each major occupational group by sex appear in Table A-1.

DISTRICT DEVELOPMENTS

Metro Vancouver District

This summer has seen a large increase in the labour force in the Metro Vancouver District over the 1969 level. Employment however increased only marginally, resulting in high unemployment rates over the summer months. Vacancies notified to Canada Manpower Centres in the area were down by about one quarter from 1969 and employers have in many cases shown that they are under no real pressure to hire. A high proportion of vacancies have been subject to a hold and cancellation process. In general, requests have been for good levels of skills and high qualifications with insistence on extensive experience. The large numbers of recent university graduates who entered the labour force this year have had and will continue to have problems in obtaining a career start.

The return to work in the construction industry at the end of July did not generate as much of a surge in activity as had been hoped. Dwelling units started have increased from earlier months but still are below the summer of 1969. Most construction projects have been affected by a tendency to shelve new developments for an indefinite period of time. This is reflected in the B.C. contracts awarded figures for August which stand at 75 per cent of the level for August 1969. On a cumulative basis, the value of contracts awarded over the first eight months of 1970 was down by one third from the same period of 1969. A brief pick-up occurred in job vacancies in metal fabricating and wood industries, both closely related to construction activity, at the end of July but the level of activity still remains lower than in the summer months of 1969.

The services sector which usually builds up seasonal employment from spring to late summer was somewhat static in response to the dampened economic climate and in particular to the hotel and restaurant strike of June/July. Hotel occupancy in July was lower than last year but a pick-up was experienced in August even to the extent of filling the extra 800 hotel rooms which were brought into operation in the Vancouver area in 1970. Job vacancies in the service sector also increased in August but in common with all sectors remained lower than in the same month of 1969.

Total wages and salaries in British Columbia remained virtually static from March to May but showed a decline over this period when adjusted for seasonality. The value of retail trade in July was 2.9 per cent down from July 1969. Tonnage handled at the port of Vancouver over the first six months of 1970 was down 7.4 per cent over the same period in 1969. These are some of the economic indicators that reflect the slower rate of growth that is evident throughout the District.

At the end of the summer, labour continues in surplus in most occupations. Major skill surpluses are noted in the following occupational groups:

Civil engineering	Woodworking
Mechanical engineering	All others - metal fabricating
Surveyors	Electrical assembling
Registered nurses	Carpenters
Managers and officials	Truckdrivers
Office appliance and EDP operators	Moving and storing materials
Machinists and related	Tinsmiths, coppersmiths, sheet metals, boilermakers

Occupational shortages are now centered in the domestic/housekeeper, cosmetologist, hairdresser, and commission sales categories. All of these are occupations where shortages tend to exist under all labour market conditions because of the relative unattractiveness of employment conditions.

Several major developments are being planned for the Vancouver District. An expansion of port facilities is expected to include a new general cargo pier with a back-up space of 90 acres, situated in the Burrard Inlet. The Squamish deep-sea lumber wharf should have its first stage, a dredging program, started in 1971. Local response to the Federal Government offer of money for low-cost housing has produced a \$2.6 million plan for condominium housing in Burnaby. Also in the planning stage is a forty-one storey hotel and restaurant for the Seymour and Georgia corner in downtown Vancouver. Approval has also been given to the \$20 million CBC radio and television studio development in Vancouver. All these plans however await commitment as to starting dates.

Settlement of the industrial disputes which dominated the local economy earlier this year had been expected to result in an upswing in economic activity, especially in the construction sector. This has not materialized due to a mood of uncertainty that seems to prevail locally. In these circumstances a relatively low level of employment expansion is likely to persist into the next few months. Compared to last year more winter unemployment can be expected.

Vancouver Island District

Some improvement in the overall level of employment has taken place during the summer months. But this mainly reflects a measure of success in major labour-management negotiations rather than an enhanced demand for the products of the District's industry. The agreement signed between the International Woodworkers of America and Forest Industrial Relations must be regarded as a principal factor. The resumption of work by the construction unions has also played an important role in the improvement which has taken place. Nevertheless, the continuing strikes in the pulp and paper industry which have idled mills at Harmac, Crofton, and Gold River continue to have adverse local effects. The mill at Harmac, for instance, is the largest single employer in the Nanaimo CMC area and with its work force of over 1,100 men has a payroll of more than \$1 million per month. The loss of this income has had a severe effect upon

local merchants in Nanaimo and retail sales have suffered as a result. By September 15 MacMillan Bloedel found it necessary to shut down its Chemainus Sawmill Division, a principal supplier of Harmac, and this together with lay-offs in associated logging operations has put a further 1,100 men out of work.

After a slow start, the hospitality industry has had a good season this year. Tourist activity has long been an important source of employment and revenue on Vancouver Island and its importance, on a seasonal basis, can hardly be underestimated. The months of June and July were well below the same months in previous years but in August and early September bookings at motels throughout the District were running at approximately 95 per cent of capacity. Statistics released by the B.C. Ferries showed an increase of more than one third in the number of cars from California visiting the Island this year. There is substantial evidence, however, to indicate that the pattern of activity in this industry is changing. All centres in the District report a very large increase in the number of trailers and campers this season and Government campsites have been filled to capacity throughout the season. This change has benefitted the restaurants and other short-order operations at the expense of the hotels and motels and it is probable that this trend will continue.

The construction industry continues to operate at a comparatively low level of employment. Most unions have negotiated new contracts with the Construction Labour Relations Association and those that have not are back at work while contract discussions continue. The primary demand, which is quite consistent throughout the entire District, continues to be generated by governmental projects such as schools and hospitals. The majority of these contracts, however, are for renovation and additions to existing structures; comparatively few new facilities are being built. Virtually no new projects are being undertaken by the business sector in the District and this seems likely to continue until the spring of 1971. Residential starts and home improvements are lagging considerably behind last year. There are now about 600 unoccupied new houses and apartments in the Victoria area; some builders have waited months to find house purchasers. While there are some preliminary signs that interest rates for mortgages will decline in the future, current rates coupled with generally high unemployment will continue to depress residential construction.

Retail sales throughout the District continue to run behind last year. The latest available index of employment in the trade sector suggests that, as a consequence, employment in the Victoria area has declined by over 6 per cent on a year-to-year basis. It is most probable that a similar decline is being felt in the other urban centers on Vancouver Island. By comparison, the index for the Region as a whole advanced by 3.5 per cent. These figures are somewhat dated and it is most probable that later figures will show an improvement reflecting sales towards the end of the tourist season, the approach of school, and sales of fall clothing. Sales of consumer durables and cars continue to be the weakest area as families are postponing major purchases and may be expected to do so until the man in the street feels more confidence in the future.

The new agreement between the IWA and FIR was a major turning point of the past quarter. The forest industry and the associated pulp and paper and sawmilling in-

dustries are the largest employers in the District. Stability of employment and output in this industry are of prime importance to the economic well-being of all segments of the local economy. Overseas demand for pulp and paper appears firm at present and in the foreseeable future. Most pulp and paper operations in the District are currently running somewhere between 80 and 90 per cent of capacity, which suggests only limited room for expansion before new facilities must be added. The demand picture for lumber products is somewhat more guarded, with prices sharply depressed in the United States, reflecting the current state of the U.S. housing market. The Canadian market also remains very soft. Given these conditions, one may not anticipate employment growth in the sawmilling industry until at least the spring of 1971.

It is difficult to be very optimistic about general employment on Vancouver Island for the final quarter of 1970. Most indicators suggest that the District has suffered more from general economic forces and industrial disputes than other areas of the province. For this reason the return to substantially higher levels of employment and economic activity will be of longer rather than shorter duration.

Okanagan-Kootenay District

Improved economic conditions in the District were reflected in the growth of employment and a reduction of unemployment during the third quarter of 1970. The main impetus for improvement came from settlement of the lengthy construction dispute, increased activity in the forest industry, the seasonal pickup in travel, and harvesting and processing the Okanagan fruit crop. Mining and smelter production remained stable. The trade sector started to improve in August following settlement of the construction dispute and negotiation of a new Cominco contract for nearly 5,000 employees at Trail, Kimberley, and Riondel.

Several new enterprises starting operations during the quarter provided additional permanent employment. Three small new copper mines, at Greenwood, Keremeos, and south of Golden, added over 200 employees to the mining work force. A new plant manufacturing travel-trailers and a corrugated box factory hired some 200 workers in Kelowna. And the opening of a large new shopping centre in Kamloops provided work for about 100 full-time and 50 part-time employees.

Several large resource projects got under way during the period. In the East Kootenays Fording Coal commenced full-scale development of their \$80 million open pit mine north of Sparwood and Kaiser Resources accelerated construction of their new \$20 million coal preparation plant at Sparwood. Over 600 men are now employed on these two projects and a further build up is scheduled for the remaining months of 1970. Two major open pit copper mines in the Okanagan commenced development. Although a relatively small construction work force is now employed, a substantial increase is forecast for the last quarter of 1970. These projects are the \$120 million Lornex development in the Highland Valley and a \$75 million development near Princeton. In the forestry sector work commenced on a \$90 million expansion to the pulp mill at Kamloops which will raise its daily capacity from 250 to 1,250 tons. Some 300 men are now on the job and a further build up of the work force will occur in the next few months. Work on these major projects will continue throughout 1971 and into 1972.

The Lornex project will involve the creation of a new town at Logan Lake near the mine site. Tenders have already been called for the initial erection of one hundred houses. The townsite, being laid out to accommodate a population of 5,000, will contain its own schools, shopping, and recreational facilities. A branch office of Kamloops CMC is being opened at Ashcroft in September to service the area.

The number of clients seeking full or part-time work at the end of August was 18 per cent below the total at the end of June despite the entry of students from the schools into the labour market in June. Improved employment opportunities over the two-month period were reflected in a 15 per cent increase in the number of registered vacancies.

The increase in vacancies during August was concentrated in service and processing occupations. Much of the increase can be attributed to the need to replace students who gave up their summer jobs. Another seasonal element was the intensification of demand for housekeepers and domestic help as married women teachers and other working mothers returned to the labour force. There was also an appreciable rise during the month in vacancies for hairdressers and cosmetologists.

Occupational surpluses continued to be most numerous in construction and forest industry occupations. However, there was a decrease of almost 10 per cent in the number of unemployed clients in these occupations during the final month of the quarter. Other occupations which continued to have a large oversupply of workers included sales clerks, office jobs, employees in catering and hospitality, and experienced fruit pickers. On a geographical basis the decline in the number of unemployed clients was most noticeable in the Kamloops and Cranbrook-Fernie areas.

Most of the hard-to-fill vacancies in the District have been in the Fernie area: maintenance mechanics, millwrights, electricians, heavy truck drivers, coal washing plant workers, and underground coal miners. Many of these are openings with Kaiser Resources at Sparwood which have been outstanding for several months. Other hard-to-fill vacancies include pipefitters at Trail; housekeepers at Vernon; hairdressers at Trail and Penticton; cooks at Penticton; and waitresses at Kamloops and a number of small communities.

If the seasonal pattern in the final quarter of this year is the same as last year, there will be a moderate decline in employment in October following the September peak. By the end of October most fruit pickers will have been laid off and there will be a drop in catering and hospitality occupations. A further substantial reduction in employment can be expected in those sectors in November and, depending on market conditions, possibly also in logging and lumber manufacturing. Forest industry activity normally falls off in December at the time of the Christmas shut-down. Construction activity will also be reduced as crews working on the Mica dam and other projects affected by winter are laid off.

It is now hoped that the strike at the Celgar and Crestwood pulp mills, which has idled 550 employees since July, will be settled by the end of September. A threatened work stoppage in the Interior logging and lumber manufacturing could affect 4,500 workers directly and an equal number indirectly if it were prolonged.

North-Central District

Although the forces causing high unemployment in the region generally had a strong influence on labour markets in the North-Central District throughout the third quarter of the year, the District unemployment rate appears to have remained somewhat below the overall regional rate. Unemployment is, however, still well above last year and at the end of the third quarter the number of unemployed clients registered at District CMCs was approximately 60 per cent higher than twelve months earlier.

Most of the impetus during the period under review was provided by strong employment growth in the Fort St. John - Fort Nelson areas. This largely compensated for a severe deterioration in employment conditions in the western part of the District. The level of activity in the Prince George - Williams Lake area suggests a slight improvement in employment towards the end of the quarter. The net impact of these geographical differences produced a very slight overall improving trend.

Given settlements of current and pending labour disputes, further improvements can be expected for the fourth quarter together with some tightening in District labour markets. However, despite the anticipated improvement, it is probable that unemployment will continue at a higher level than last year. Lost income due to labour disputes may have been responsible for the severe decline in employment in the service sector. Even in the event of rapid settlements of these disputes, it will be several months before income levels revive sufficiently to generate an upswing in service employment. On top of this, lumber markets are expected to remain depressed at least until next summer. And although employment in the wood products sector has remained fairly stable despite these marketing difficulties, it is doubtful whether logging and sawmilling employment will improve much above 1969 levels. Construction of several new sawmill projects at various locations has been deferred as a result of the poor short-term outlook in lumber markets and high interest costs. These deferrals will cause some reduction in the previously anticipated rate of new job formation in this sector through 1971.

By occupation, shortages of qualified automobile mechanics of various specializations still persist in several locations although there are always large numbers of unqualified persons seeking work in this field. Demand for qualified mechanics is currently growing at a faster rate than the supply, although some reduction in the level of excess demand can be expected as tourist travel slackens during the fall. The other major persistent shortage is for certified lumber graders.

The outlook is for a heavy demand for a variety of skilled trades for a period this fall in the Terrace area as conditions return to normal. The resumption of logging activity after freeze-up in the Interior will reduce current surpluses in occupations associated with logging and it is likely that some shortages will emerge for heavy duty mechanics and timekeeper-first aid men. Low turnover has caused considerable reduction in the volume of demand for sawmill workers. At present the supply of millwrights for pulp mills and sawmills is just in balance. But until now the occupation was continuously

listed as in persistent shortage; even now it will possibly move into shortage again later this winter. The shortage of sawmill accountants throughout the District continues with little prospect of alleviation.

Male surpluses continue to be heaviest in the unskilled categories. Although the withdrawal of students from the labour force caused some reduction in the number, unskilled clients will continue to inflate District unemployment levels. Since construction activity has not yet returned to the levels anticipated prior to this summer's dispute, there are also some surpluses in structural work occupations, primarily in activities associated with carpentry, excavating and welding.

The resumption of school has caused some re-entry into the labour market of married women looking for part-time work. But the net effect of this has been to swell the number of unqualified clients registered without alleviating the main shortages. The most persistent shortage is of waitresses. At the same time, however, there are large oversupplies of clients available who are unable to meet employer requirements. Much of the current shortage in this occupation is due to the withdrawal of students from the labour force. As the tourist season ends, this shortage is expected to disappear. Other persistent shortages are for experienced legal stenographers and hairdressers, both of which have been prominent on the shortage list throughout the year. There is a general oversupply of nurses, particularly in the Prince George area. However, many of these are married and are only marginal participants in the labour force. Consequently they do not maintain their registrations at Manpower Centres unless jobs are immediately available.

CMC Whitehorse

Slack economic conditions outside the Territory have been causing higher than usual inflows of transient and semi-transient workers into the Yukon. This has produced a slightly higher unemployment rate than in previous years although strong underlying employment conditions in the mining, construction and tourist industries absorbed many of the available workers and unemployment has not been as severe as was feared.

Automobile mechanics, mill maintenance personnel, and cooks for lodges on the Alaska Highway constituted the persistent shortages at the end of the review period. Waitresses were not on the shortage list during the quarter, although demand in this occupation was in fact particularly high in relation to available clients. As in other areas of the region, the withdrawal of female students from the labour force prior to the end of the tourist season has caused hiring problems for the service industry.

Construction labourers are currently in greatest oversupply. Although a good level of construction activity is expected this winter, supply will continue well in excess of anticipated demand. There are also some surpluses of female office workers, particularly clerks and bookkeepers. With the good employment conditions current at the moment, it is probable that this oversupply will tend to increase through the fourth quarter unless a large proportion of applicants drop out of the labour force. There is also a small oversupply of truck drivers.

Pacific Rim Development and its Implications for British Columbia's Working Population

by Robert Rogow*

One way to predict the effects of Pacific Rim development on British Columbia's working population is to identify the major forces now affecting that population and then to speculate on how Pacific Rim development might affect them. There are at present two outstanding forces affecting the province's working population: our unusual emphasis on natural resource exploitation and the major importance of the United States.

The first question is whether Pacific Rim development would reduce our dependence on natural resource exploitation. Notice that I am not asking whether our dependence should decrease. That is a very different question and a difficult one but one on which I might spend just a moment.

It has traditionally been true that economies specializing in primary production have often operated at a bargaining disadvantage in relation to the economies to which they sold their output for further processing. Because of this some people feel that British Columbia's strategy in Pacific Rim development should be to effect the maximum possible shift out of natural resource production and into other forms of production. This strategy would call upon government to use its political and economic resources, legislation or subsidies for example, to encourage these shifts. To assess the soundness of such a policy, we need to know much more than we now know about such matters as the following:

- (i) Was the traditional weakness of resource producers relative to manufacturing centers due to the much more primitive technology of the old-time resource producers, to the much more limited capital at their disposal, and to the much smaller size of enterprise, compared to the manufacturing centers? If it was, then the relative improvement in recent decades in the comparative position of resource producers may have eliminated their bargaining weaknesses.
- (ii) What are our comparative advantages, compared to other Pacific Rim areas, in alternative forms of production? How do our human resources compare to those of, say, Japan or Australia in the various manufacturing and service industries?

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- (iii) What are the systems implications of diversification policies compared to the systems effects of more of the existing emphasis on primary production? Note for example, the current discussion of the pollution and environmental effects of different kinds of economic activities.

Other systems effects may be economic in character:

- What is the optimal population of British Columbia? What is the optimal rate of immigration? And what are the costs of being under or over the optimum?
- What if wage levels and rates of return in the industrial sectors into which we diversify were lower than those now prevailing? Would this mean that we avoid such diversification?
- What are the true costs of the seasonality that now characterizes some resource industries? Can we reduce these costs by shifts to industrial activities with different seasonal patterns or with no seasonal patterns?
- How vulnerable is the present B.C. economy to sudden changes in world markets? Could such vulnerability be reduced by diversification? Do the costs of such disaster insurance exceed the gains? Are alternative strategies such as increased research and development activities within the resource industries a preferable form of insurance?

Returning now to the question of whether our industry mix and therefore our job mix will change as Pacific Rim development takes place - to the extent that it does change and a relative shift out of natural resource production into other industries occurs, three principal effects may be expected:

- (i) We could expect some effects on industrial conflict. Throughout the world resource industries have had much more industrial conflict than other industries. If this pattern holds, the frequency and duration of strikes in British Columbia could be expected to decline.
- (ii) Effects could also be expected on the composition of the work force. The percentage of white collar jobs, service occupation jobs, and light assembly and monitoring jobs would be higher. As women form a large proportion of the labour supply for such jobs, there could be a substantial increase in demand for women workers.
- (iii) The range of skills required by the working population would be much wider. Even if the average skill level were not higher under diversification, the number of different skills required would expand considerably. The training job of the secondary schools, vocational schools, and technical institutes would, therefore, increase.

This last factor may incidentally have an indirect effect on the nature of industrial conflict in the province. In general, feelings of labour solidarity are stronger where jobs and skills are more homogeneous. As British Columbia approaches the heterogeneity of jobs and skills that characterizes, say, Ontario or the United States, it will

probably also approach these areas' lower levels of labour solidarity. Such phenomena as the sympathetic strike (or at least the threat of one) and the automatic honouring of picket lines might, therefore, be less frequently observed on the B.C. labour scene.

Certain structural changes in B.C. collective bargaining would also follow from increased industrial diversification. The province presently has one of the most centralized bargaining systems in North America because of the importance of industry-wide bargaining in a few major industries. This centralized bargaining has two apparent consequences: it increases the importance of political or ideological considerations in settlements and lessens the importance of economic considerations; and it encourages pattern bargaining, efforts to imitate settlement terms achieved in other B.C. industries.

I am not trying to pass judgment on these two consequences of centralized bargaining but merely to note that as bargaining becomes less centralized, as it probably will, these consequences will be weakened. In this respect, as in the labour solidarity respect, we will probably see a closer B.C. conformity to industrial relations behaviour in Ontario and the United States.

There are also some changes that can be expected even if our industry mix stays the same. These changes arise from two effects of Pacific Rim development on B.C. economic activity: the scale of economic activity will increase; and partly because of this the complexity and sophistication of economic activity will increase substantially in both a technological and an organizational dimension. An important consequence of these changes should be a substantial increase in demand for highly-trained and highly-educated people in British Columbia. Hopefully, Pacific Rim development will reduce the outflow of able young British Columbians who leave the province because they are unable to find a job in their own specialty.

The second major force affecting British Columbia's working population is widely recognized. It is the great importance of the United States. For better or for worse labour relations in the province, like those of the rest of Canada, have been strongly influenced by the existence and experience of the United States. Most B.C. union members are in unions with U.S. headquarters and many of its leading companies are affiliates of U.S. corporations. B.C. labour laws are to a significant extent adaptations or variations of U.S. labour laws. Standards and gains achieved by U.S. unions are very visible from British Columbia and provide models for emulation. The social values of B.C. people, workers and managers alike, are similar to those of their U.S. counterparts. Their perceptions of industrial relations realities and their career goals are similar. Markets for major B.C. products are primarily in the United States. Models of management behaviour and innovations in management science are largely of U.S. origin.

In saying this I am not attempting to pass judgment on U.S. influence, which obviously has both good and bad features. I am merely calling attention to a rather obvious fact. But I expect that Pacific Rim development will result in at least a modest, and possibly a substantial, relative decline in U.S. influence even though it will undoubtedly lead to increased U.S. investment and increased U.S. markets. But the United States

will no longer be the sole foreign investment presence of any size in the province, the U.S. labour relations model will no longer be the only serious contender for B.C. attention, and the U.S. market will be a smaller percentage of the total B.C. export market.

What are the implications of this relative shift for B.C.'s working population? I am not at all sure but some speculation is possible. One almost certain result of Pacific Rim development will be a substantial increase in the movement of capital and of people - workers, managers, and technicians - from country to country. Experience of the European Common Market gives us examples of this. In the future, the B.C. foreman transferred to an Australian branch plant, the Japanese engineer supervising certain aspects of the construction of a B.C. pulp mill, or unskilled workers from a dozen less developed countries finding temporary employment in the more advanced Pacific Rim countries to help meet labour shortages will become much more common.

It has been said that the last thing a fish would become aware of is water because he takes its presence for granted. In a similar way, human beings often take the most basic aspects of their culture for granted. In industrial relations we unconsciously expect that the values, perceptions, or expectations that we were used to "back home" are somehow universal whose existence can be taken for granted.

Even as between two such similar industrial relations systems as those of Canada and the United States, we all know of stories of tensions, misunderstandings, and inefficiencies that can result from personnel movement from one country to the other. How much more severe, then, will the adjustment problems be among the much more divergent industrial relations systems of the Pacific Rim areas as personnel movements and industrial relations interactions increase?

Consider a few of these differences. The Japanese model of single-company unionism, of lifetime job tenure, of de-emphasis of individual merit in pay and promotion, and of white collar, blue collar, and supervisory employees in the same union are obvious contrasts with the B.C. model. Less obvious, but in some ways equally contrasting, is the Australian model with its overwhelming influence of compulsory arbitration mechanisms.

I mention these problems not as a prophet of doom and not because I see them as unsolvable. I mention them because they suggest to me the necessity of our becoming much more sophisticated about the world of work and labour-management relations and much more aware of the aspects in which we are similar or dissimilar to other areas. I think there are not only problems but wonderful opportunities in the interactions of many differing industrial relations systems that Pacific Rim development will bring. We may be able to learn a great deal from other areas industrial relations practices and institutions and perhaps even teach them a few things from our own experience.

If British Columbia is to realize the potential of growth and prosperity from Pacific Rim development, we will all have to re-orient our thinking toward a more international viewpoint, and one with the Pacific Rim as its focus.

Our educational system will have to try to identify the fields of expertise that are most relevant to Pacific Rim development and to devote sufficient resources to these fields. Let me use my own university as an example, not because it sins in this regard more than other sectors of B.C. society, but merely because I know a little more about it. In our modern languages department the student can learn six or seven foreign languages; Japanese, however, is not among them. Considerable faculty interest has recently been expressed in concentrating research and instructional effort on three areas of the world; the Pacific Rim, however, is not among them. In my own department we have had a course in International Business that we have never offered, either because of insufficient student demand or of our failure to assign it high enough priority compared to other courses. These three items are offered not in criticism, for there are good reasons explaining all of them, but simply to suggest that the universities, like the rest of B.C. society, have not yet become Pacific Rim oriented.

B.C. industries will increasingly have to assume long-term contractual commitments if the province is to play a major role in Pacific Rim development. For other areas to be willing to enter into such long-range contractual relations with us, we will have to do a better job than we have done so far in guaranteeing over the length of these contracts that production goals will be met and that cost commitments will be honoured. This means that both labour and management will have to re-examine their positions on how disputes that arise during the life of a collective bargaining agreement get settled. If management continues to assume that it can institute any and every change in work rules and technology not explicitly banned by the agreement and if labour continues to assume that the wildcat strike is the answer to every case of management arbitrariness or apparent failure to honour the terms of the agreement, our reputation for dependability and maturity will suffer, with unfortunate economic consequences.

Finally, to conclude with a summary sentence or two. There are problems in the human resource aspects of Pacific Rim development but there are even greater opportunities. How Pacific Rim development will affect us will depend partly on how it affects our industry and job mix, partly on how it affects our traditional relations with the United States, but most of all on how successfully we broaden our intellectual horizons to take advantage of the opportunities it will bring.

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Vacancies
- Registrations

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

Chart A-1
MONTH-END VACANCIES
PACIFIC REGION, 1968 - 1970

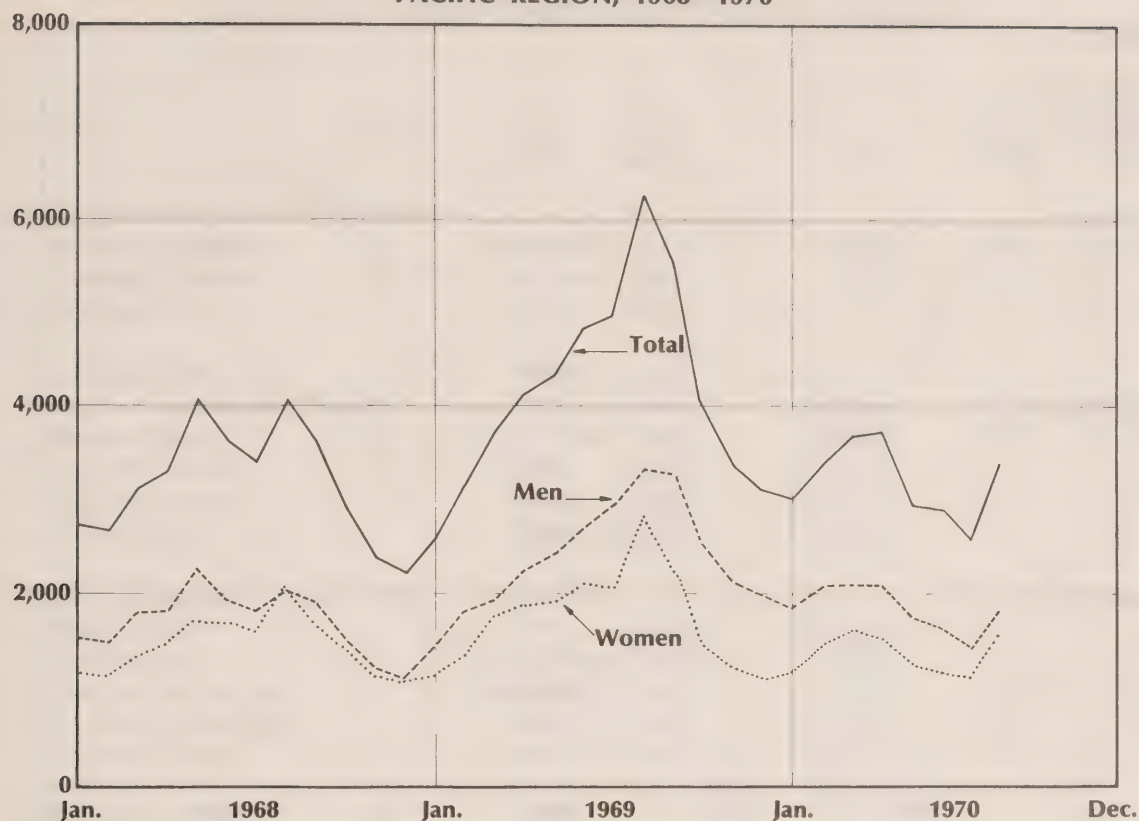


Table A-1
MONTH-END VACANCIES BY OCCUPATIONAL GROUP
PACIFIC REGION — AUGUST 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	273	15.2	47	2.9
Clerical-Sales	224	12.5	549	33.4
Services	201	11.2	944	57.3
Farming, Fishing, Forestry and Related	36	2.0	10	0.6
Processing	143	8.0	1	—
Machine Trades	194	10.8	3	0.2
Bench Work	40	2.2	60	3.6
Structural Work	317	17.7	—	—
Miscellaneous	268	20.4	33	2.0
Not Specified	—	—	—	—
Total	1,796	100.0	1,647	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1968 - 1970

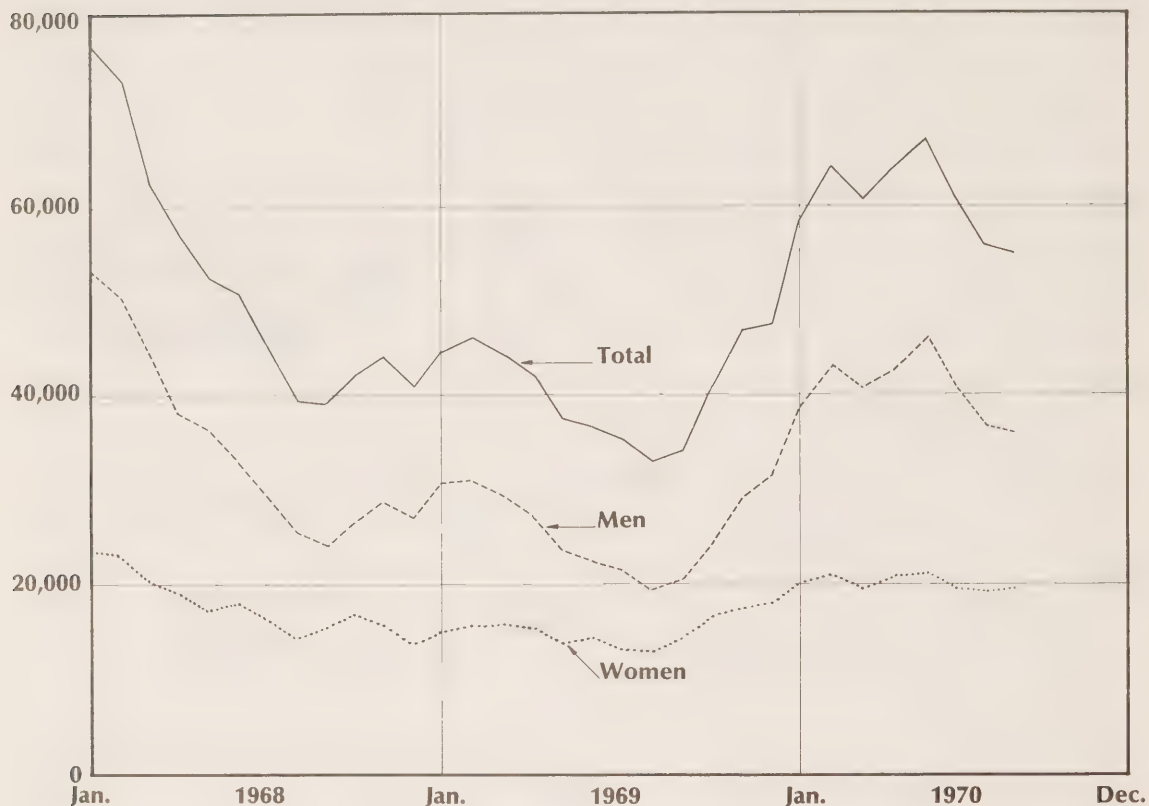


Table A-2
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION — AUGUST 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	4,010	10.9	1,058	5.5
Clerical-Sales	3,325	9.1	9,185	47.6
Services	3,032	8.3	4,779	24.8
Farming, Fishing, Forestry and Related	573	1.6	48	0.2
Processing	648	1.8	128	0.7
Machine Trades	3,032	8.3	59	0.3
Bench Work	534	1.5	375	1.9
Structural Work	9,512	25.8	4	—
Miscellaneous	7,265	19.8	616	3.2
Not Specified	4,733	12.9	3,044	15.8
Total	36,664	100.0	19,296	100.0

Source: Department of Manpower and Immigration.

Table A-3
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

	Unit	Latest Month	Amount	Previous Month	Per Cent Change Latest Month 69/70
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	July	133.29	— 0.5	+ 3.2
Average Earnings	\$ per hour	July	3.69	— 0.5	+ 6.6
Average Hours	Number	July	36.2	—	— 3.2
PRODUCTION					
Value of Factory Shipments	\$'000	May	313,500	— 3.7	— 8.8
Lumber Sawed	M.f.b.m.	June	582,200	+ 10.4	— 14.2
Paper Production	Tons	April	166,200	+ 2.2	+ 9.4
Pulp Production	Tons	April	414,000	— 8.6	+ 14.5
Fish Landed	\$'000	August	17,727	+ 5.1	+ 88.6
INTERNAL TRADE					
Retail Sales	\$'000	June	252,183	— 4.5	+ 2.0
Electric Power	Million kwh	June	1,998	— 8.1	— 1.6
Sales of Life Insurance	\$'000	May	67,900	— 18.5	— 12.2
Gasoline Consumed	'000 gal	May	47,800	— 1.4	— 6.1
Tourist Permits	Number	July	161,456	+ 36.2	— 5.0
CONSTRUCTION					
Building Permits	\$'000	July	52,516	— 53.2	— 35.6
Housing Starts	Units	July	1,164	— 85.6	— 45.8
Housing Completions	Units	July	1,153	— 22.5	— 14.0
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	May	205,800	— 14.9	— 5.2
Imports through B.C. Ports	\$'000	May	871,000	— 26.4	— 13.7
INDEXES					
Vancouver Consumer Price Index	Index	August	123.4	— 0.2	+ 2.7
B.C. Index of Employment (Industrial Composite)	Index	June	139.5	+ 3.3	— 0.4

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Dominion Bureau of Statistics, Ottawa.
 Bureau of Economics and Statistics, Victoria.

Table A-4
EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	June 1970 (Estimates in Thousands)	May 1970 (Estimates in Thousands)	June 1969	Change June 69/70 %
Forestry	18.3	15.9	23.1	- 20.8
Mines, Quarries and Oil Wells	12.5	12.1	10.9	+ 14.7
Manufacturing				
Durables	77.4	73.5	79.1	- 2.1
Non-Durables	55.9	51.6	55.3	+ 1.1
Total	133.3	125.1	134.4	- 0.8
Construction	32.0	32.8	42.1	- 24.0
Transportation, Communication, and Other Utilities	84.9	82.5	80.5	+ 5.5
Trade	116.0	116.4	112.1	+ 3.5
Finance, Insurance, and Real Estate	32.4	31.8	30.4	+ 6.6
Community, Business, and Personal Services				
Commercial Sector	90.0	87.7	87.6	+ 2.7
Non-Commercial Sector	107.4	109.4	106.8	+ 0.6
Total	197.4	197.1	194.4	+ 1.5
Public Administration and Defence*	42.3	41.5	40.5	+ 4.4
Total	669.1	655.2	668.4	+ 0.1

(P) Preliminary

* Defence excludes noncivilian employees

Note

There is a substantial difference between the total in Table A-4 above and the labour force estimate of total employed shown in Table 1. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to **employees** whereas the estimate of total employed in Table 1 includes all persons who had a job, both employees and **others**. In addition, Table A-4 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-5
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to Date Amount	Change 69/70 %
PRODUCTION						
Timber Scaled	M.cu.ft.	June	102,900	- 26.0	972,400	+ 12.8
Lumber Sawn	M.f.b.m.	June	582,200	- 14.2	3,765,500	- 6.0
Plywood Production	M.sq.ft. ^{3/8"}	May	133,300	- 22.7	777,600	- 2.7
Paper Production	Tons	April	166,200	+ 9.4	634,400	+ 6.0
Pulp Production	Tons	April	414,000	+ 14.5	1,672,000	+ 12.6
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	June	148.84	- 5.9		
Saw, Shingle and Planing Mills	\$ per week	June	134.70	+ 4.6		
Veneer and Plywood Mills	\$ per week	June	124.57	+ 2.9		
Pulp and Paper Mills	\$ per week	June	168.23	+ 2.6		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	June	3.61	+ 6.5		
Veneer and Plywood Mills	\$ per hour	June	3.63	+ 5.5		
Pulp and Paper Mills	\$ per hour	June	4.31	+ 9.7		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	June	35.5	- 2.5		
Veneer and Plywood Mills	Hours	June	32.0	- 5.0		
Pulp and Paper Mills	Hours	June	36.3	- 8.3		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	June	105.5	- 20.7		
Saw, Shingle and Planing Mills	Index	June	112.1	- 1.6		
Veneer and Plywood Mills	Index	June	112.1	- 13.2		
Pulp and Paper Mills	Index	June	167.1	+ 2.6		

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Bureau of Statistics, Victoria.

Table A-6
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to Date Amount	Change 69/70 %
Building Permits	\$'000	July	52,516	— 35.6	301,300	— 30.2
Housing Starts	Units	July	1,164	— 45.8	8,063	— 46.0
Housing Completions	Units	July	1,153	— 14.0	10,674	+ 17.4
AVERAGE WAGES AND SALARIES						
Building	\$ per week	June	200.08	+ 17.0		
Engineering	\$ per week	June	209.86	+ 26.8		
AVERAGE EARNINGS						
Building	\$ per hour	June	5.64	+ 15.6		
Engineering	\$ per hour	June	5.62	+ 9.8		
AVERAGE WEEKLY HOURS						
Building	Hours	June	36.6	+ 4.6		
Engineering	Hours	June	42.1	— 1.4		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	June	118.7	— 41.8		
Engineering	Index	June	123.7	— 12.7		

Source: Building Permits, D.B.S., 64-001.
Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Man-Hours and Hourly Earnings, D.B.S., 72-003.
Canadian Housing Statistics, C.M.H.C.

Table A-7
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to Date Amount	Change 69/70 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs	May	18,841	+ 40.3	75,461	+ 11.8
Molybdenum Shipments	'000 lbs	May	2,285	+ 14.0	12,008	+ 16.5
Lead Shipments	'000 lbs	May	19,931	- 23.1	95,155	+ 3.0
Zinc Shipments	'000 lbs	May	18,917	- 7.4	115,421	- 0.2
Crude Oil Production	'000 bbl	May	2,170	+ 2.4	10,700	+ 6.9
Natural Gas Production	M.cu.ft.	May	25,574	+ 0.8	145,967	+ 4.3
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	June	173.07	+ 10.3		
Average Earnings	\$ per hour	June	4.15	+ 7.2		
Average Weekly Hours	Hours	June	4.05	+ 2.3		
*EMPLOYMENT INDEX (1961 = 100)	Index	June	156.5	+ 17.9		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: **Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.**
Man-Hours and Hourly Earnings, D.B.S., 72-003.

Table A-8
ECONOMIC INDICATORS — B.C. TRADE

	Unit	Latest Month	Latest Month Amount	Change 69/70 %	Year to Date Amount	Change 69/70 %
TRADE						
Exports through B.C. Ports	\$'000	May	205,800	- 5.2	1,118,000	+ 13.2
Imports through B.C. Ports	\$'000	May	87,100	- 13.7	538,200	+ 14.2
Exports through Vancouver	'000 tons	May	1,869	+ 36.9	10,247	+ 17.1
Imports through Vancouver	'000 tons	May	224	- 68.9	2,511	- 28.9
Retail Sales	\$'000	June	252,183	+ 2.0	1,458,600	+ 2.7
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	June	141.56	+ 7.0		
Retail	\$ per week	June	102.48	+ 7.7		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	June	133.9	+ 1.8		
Retail	Index	June	152.8	+ 4.7		

Source: **Retail Trade, D.B.S., 63-005.**
Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	66B Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	Federal Building, 27 Fifth Street	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Hope	308 Wallace Street	869-5722
Kamloops	345 Third Avenue	372-2515
Kelowna	336 Leon Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	542-5617
Victoria	1415 Vancouver Street	385-6711
Whitehorse	P.O. Box 1798, Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs and STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver City College, 951 West 12th Avenue	736-7929
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Paterson	Via P.O. Box 639, Rossland	362-5940
Prince George	P.O. Box 399, Federal Building, 1323 Fifth Avenue	564-5818
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 492, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government Street	385-2467

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
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CANADA

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Pacific Region

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Foreword

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Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	November 1970 (Estimates in Thousands)	October 1970 (Estimates in Thousands)	November 1969	Change November 69/70 %
POPULATION (14 and over)				
Men	774	771	743	+ 4.2
Women	783	780	752	+ 4.1
Total	1,557	1,551	1,495	+ 4.1
LABOUR FORCE				
Men	593	591	573	+ 3.5
Women	288	282	282	+ 2.1
Total	881	873	855	+ 3.0
EMPLOYED				
Men	537	540	539	—
Women	268	264	268	—
Total	805	804	807	—
Non-Agriculture	788	785	785	—
Agriculture	18	20	22	—
UNEMPLOYED				
Men	56	51	34	+ 64.7
Women	20	18	14	+ 42.9
Total	76	69	48	+ 58.3
	%	%	%	
UNEMPLOYMENT RATE	8.6	7.9	5.6	—
*PARTICIPATION RATE				
Men	76.6	76.7	77.1	—
Women	36.8	36.2	37.5	—
Total	56.6	56.3	57.2	—

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, D.B.S., 71-001.

THE LABOUR MARKET

The Year 1970 in Review

During 1970 the emphasis of federal economic policy shifted from curbing inflation to alleviating unemployment. This shift can be seen by comparing the annual spring budget with the supplementary budget introduced in the final month of the year. In April the Minister of Finance laid great stress on the disquieting rate of increase in prices and indicated that fiscal and monetary policies would be employed to offset inflationary tendencies. Although such policies implied more unemployment, the actual level of unemployment in the latter part of the year became unacceptable. Consequently the December budget was primarily concerned with measures to stimulate employment.

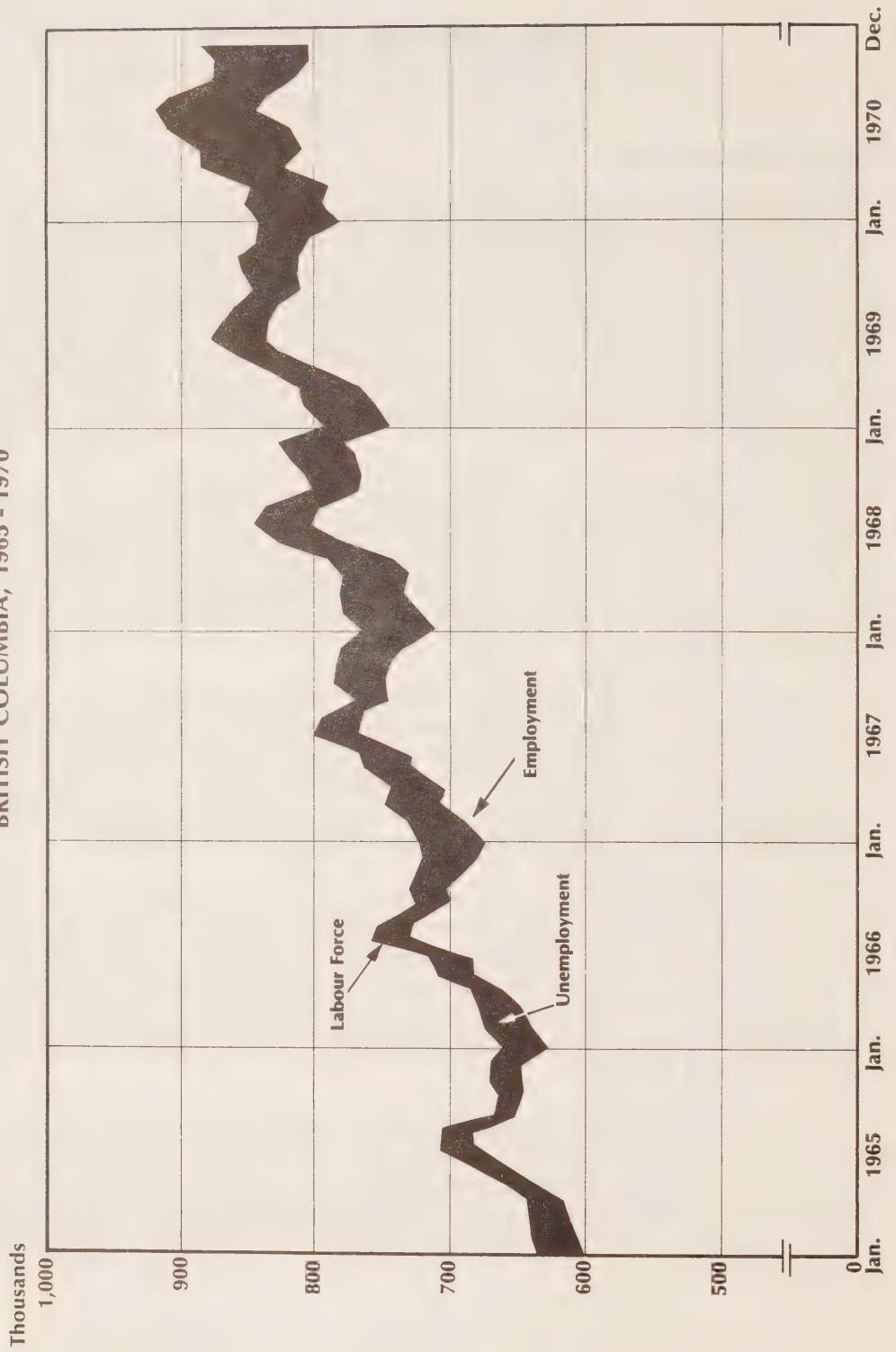
As the year 1970 ended, unemployment was particularly severe in British Columbia for the province had the highest unemployment rate of all the regions in Canada. In November, the latest month for which information was available at time of writing, 8.6 per cent of the B.C. labour force were without jobs. This compares with only 5.6 per cent at the same time twelve months earlier and even lower November rates in the years back to 1964.

Despite the high unemployment of the last few months the recent trend, after allowing for seasonal influences, has been downwards. Since the worst month of the year, June, when the actual unemployment rate was 9.7 per cent, the seasonally-adjusted rate has come down almost two percentage points. This encouraging trend should be remembered in the months ahead when winter conditions will probably push the unadjusted rate of unemployment higher than it was in November.

During the past twelve months the labour force has increased by 26,000 (5.8 per cent) but there has been no increase in employment. It is the continued increase of the labour force unmatched by a corresponding increase in job opportunities which has produced the higher levels of unemployment. Although the female labour force has grown somewhat faster than the male, the spread between male and female unemployment rates has widened as employment for women has shown more growth than employment for men.

Total employment grew by 6.0 per cent on average in 1969 and comparable rates of growth were maintained during the first four months of 1970. But then there was an abrupt decline in the annual rate of growth. In three of the next seven months this year employment was actually lower than in the corresponding month of 1969. Over the period from May to November the monthly year-over-year gain in employment averaged less than 0.3 per cent.

Chart 1
LABOUR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BRITISH COLUMBIA, 1965 - 1970

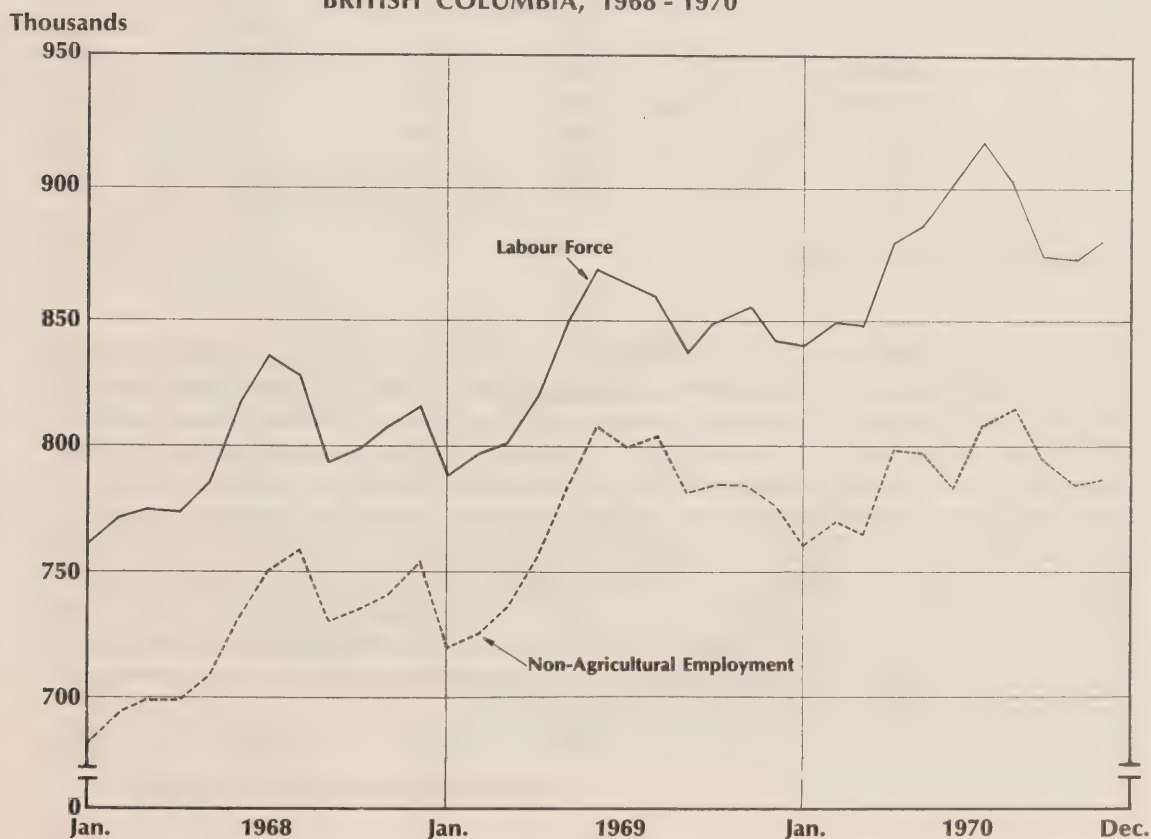


Labour force growth in the same period was also reduced substantially, but monthly rates of growth still averaged 4.2 per cent. In the last few months, however, there has been a marked reduction in the rate of labour force growth. But this reduction is entirely caused by falling participation rates as the increase in population of labour force age (14 years and over) has not slackened. During past periods of relatively high unemployment in British Columbia population growth has always slowed down as the movement of people to the province is discouraged. This did not happen in 1970 but some decline in the rate of population growth is to be expected in 1971 and 1972.

The Current Situation

The B.C. labour force numbered 881,000 in November and 805,000 people were working in the province that month. Although the labour force was 3.0 per cent larger than a year ago, this is a distinctly smaller increase than in recent years when annual growth has averaged more than five per cent. And during the early months of this year growth, on an annual basis, averaged 6.0 per cent.

Chart 2
LABOUR FORCE AND NON-AGRICULTURAL EMPLOYMENT
BRITISH COLUMBIA, 1968 - 1970



Source: The Labour Force, D.B.S., 71-001.

This falling rate of labour force growth has been occurring without any corresponding decrease in population growth. Evidently many, particularly young people, are withdrawing from the labour force when faced with the present employment situation. This is indicated by decreasing participation rates, the percentage of those of labour force age who are actually in the labour force (whether employed or unemployed.)

The overall participation rate, that is for both men and women combined, is lower than a year ago but the change is more marked for women than for men. This contrasts sharply with the situation in the period of industrial disputes during the summer when the female participation rate was exceptionally high. The most marked reduction in labour force participation is among the youngest group, those aged 14 to 19. Participation is also lower among those aged 20 to 24, but for the older groups it is somewhat higher than a year ago.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

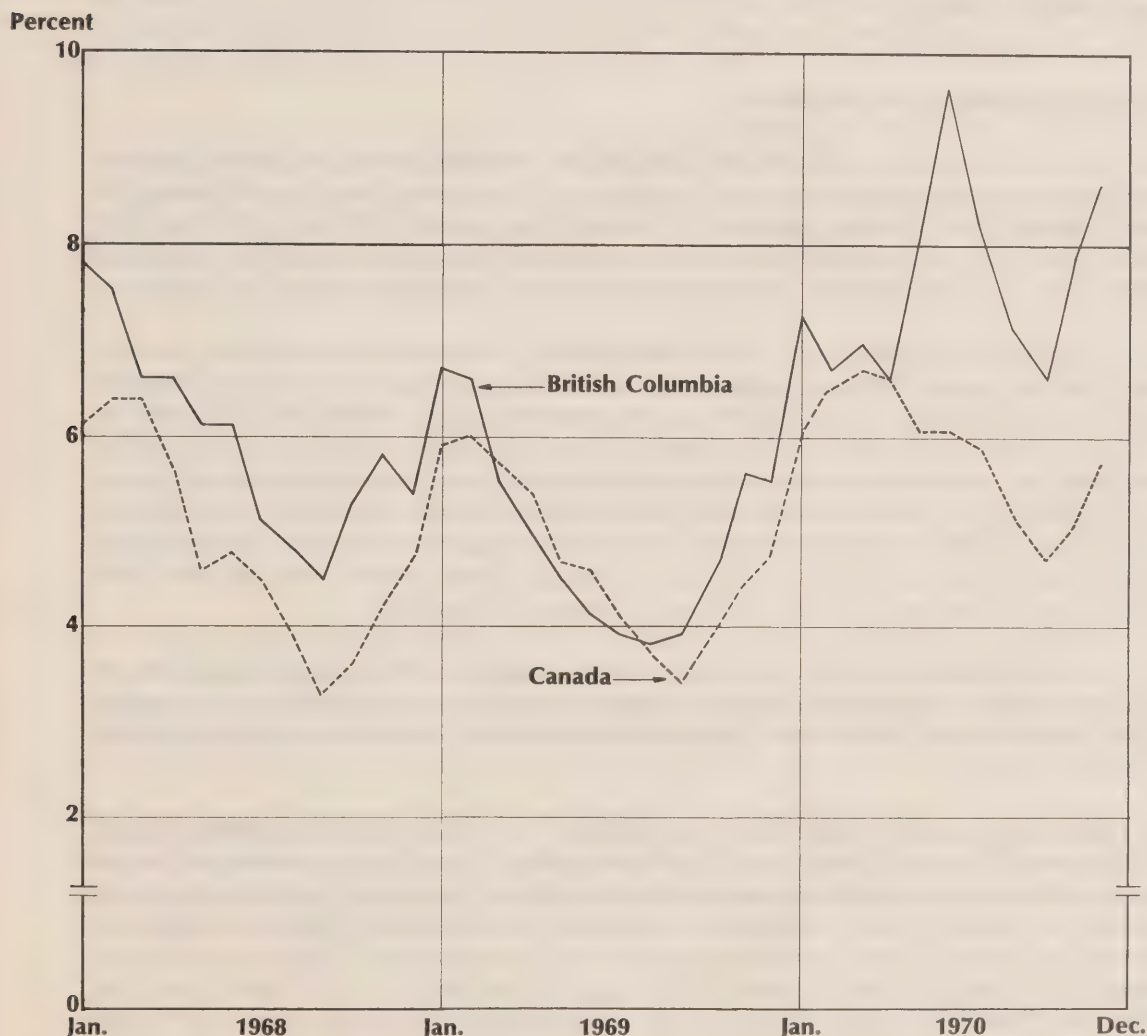
	November 1970 %	October 1970 %	November 1969 %
Canada	5.7	5.0	4.4
Atlantic	6.3	5.1	6.2
Quebec	7.2	6.8	6.3
Ontario	4.0	3.4	2.7
Prairies	4.7	3.5	3.1
Pacific	8.6	7.9	5.6

Source: The Labour Force, D.B.S., 71001.

The normal seasonal decline in employment occurred a month earlier than usual this year so that total employment was maintained at the October level. But, at 805,000, employment in November was a shade lower than twelve months earlier. This is the second month in a row which has shown no twelve-month increase in employment. Until October strong gains in the service industries had been sufficient to offset declines in employment in the goods-producing industries (primary industries, manufacturing, and construction). But in October and again in November the service sector showed less strength and its growth was not enough to offset lower employment in the goods-producing sector. Among the service industries, community, business, and personal services showed gains while transportation, utilities, and trade showed no growth. In the goods-producing sector, durable manufacturing and construction were primarily responsible for the lower employment.

Although unemployment increased in November, the increase was less than normal for this time of year. After allowing for seasonal influences the adjusted rate of unemployment was 8.4 per cent. The actual number of people without jobs and looking for work was 76,000, equivalent to 8.6 per cent of the labour force. Both men and women experienced a similar percentage increase in unemployment in November. The seasonally adjusted rate has declined steadily since June and is now significantly lower than it was then.

Chart 3
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1968 - 1970



Source: The Labour Force, D.B.S., 71-001.

The weight of unemployment is very unevenly distributed by age. Those under 25 represent barely one-quarter of the labour force but account for 40 per cent of the unemployed; their rate of unemployment is almost twice the overall rate. By contrast, those aged 25 and over who represent the remaining three-quarters of the labour force, account for only 60 per cent of the total unemployed; their rate of unemployment is under 7 per cent.

British Columbia experienced considerably more severe unemployment in November than any other region of Canada. Its actual rate of 8.6 per cent compares with 7.2 per cent in Quebec, the second highest, though both regions have a rate of 8.4 per cent after seasonal adjustment. Ontario and the Prairies continue to have considerably lower rates of unemployment than the Canadian average of 5.7 per cent (6.5 per cent seasonally adjusted).

Client Registrations and Vacancies

Month-end statistics from Canada Manpower Centres serve as additional indicators of trends in the labour market. They are particularly valuable as they represent the only current data showing occupational trends. Registrations of clients without work provide insight into unemployment by occupational group while vacancies registered with CMCs give an indication of the trend of demand for labour by occupational group.

Total client registrations at 69,177 in November 1970 were 48 per cent higher than in the same month last year. Registrations now exceed the previous 1970 high recorded in May when the labour market was unsettled because of industrial disputes. As client registrations usually reach a maximum during January or February, they can be expected to increase in the next few months. Vacancies registered have shown a generally declining trend since August 1970. In November they numbered 2,157 as compared with 3,398 for November 1969, a decline of 37 per cent. This decline during the fall months is unusual as the number of vacancies normally rises during these months. Vacancies in November by major group are shown in Table A-1.

The deteriorating employment situation is reflected in the worsening ratio of registered clients to vacancies. The client vacancy ratio, 32 to 1 in November, has more than doubled from a year earlier. During the late summer months the ratio had been around 20 to 1.

Male registrations have grown considerably more than female over the past year. In the twelve months to November 1970 the number of male clients increased 54 per cent while female clients increased by 38 per cent over the same period. In the latest month, November, male registrations increased 7 per cent and female registrations declined very slightly. The change in vacancies over the past year exhibits a similar pattern as the change in registrations. Male vacancies are down 45 per cent while female vacancies are down only 21 per cent. But in November alone both male and female vacancies showed a considerable decline.

The distribution of client registrations among the major occupational groups in November followed the normal pattern. Women are heavily concentrated in clerical-sales and services while men are more evenly spread with lesser concentrations in the structural work and miscellaneous groups. The numbers and percentage distribution by occupational group are shown in Table A-2.

The number of women in the clerical-sales and services categories accounts for 77 per cent of all female registrations. The actual number registered in November 1970 was 12,749 in clerical-sales occupations and 5,973 in services. Both categories are about 25 per cent higher than twelve months earlier. The sharpest percentage increase in female registrations has occurred in the professional, technical, and managerial occupational group. This group includes nurses and school teachers, occupations which are now showing surpluses. The increase from 530 in November 1969 to 1,347 last November partly reflects the difficulty experienced by last spring's graduates in finding suitable employment.

The failure of male employment to show significant growth over the past seven months, which was discussed above, is reflected in the growth of total male registrants at CMCs. Registrations from May to September were almost twice as high in 1970 as in 1969. But in October and November the percentage increase in male registrations in 1970 averaged only 65 per cent more than in the same months of the previous year because registrations were already rising by October 1969.

The largest number of males is registered in the structural work group, which accounts for approximately a quarter of the total. This group has increased by 59 per cent over the twelve months, a reflection of the fact that construction employment has been running below last year's level for several months. The sharpest percentage increase in registrations is shown by the machine trades group which has more than doubled since November 1969. This group is affected by depressed employment conditions in durable goods manufacturing (primarily forest related) as well as by the lower level of construction activity.

Male registrations in the professional, technical, and managerial group have increased by over two-thirds to nearly 4,500. Almost half of these registrants are in architectural and engineering categories which include draftsmen and surveyors. Throughout 1970 a surplus of recent graduates or graduates with little experience has contributed to the increase in male registrations in this category.

Two other occupational groups showing large increases in male registrations over the past year are farming, fishing, and forestry and bench work. However these groups do not contain large numbers. The remaining large groups are clerical-sales and services which have shown increases of 36 and 29 per cent.

DISTRICT DEVELOPMENTS

Metro Vancouver District

Fewer people were employed in the Metro Vancouver District during the final quarter of 1970 than in the same quarter of 1969. All sectors of the district economy continued to show employment weakness as seasonal declines in the primary and service sectors were underscored by cutbacks in manufacturing.

Demand for wood products continued low; inventories have been at a high level and, with prices barely covering costs, plywood manufacturers have cut production. In some cases, the cutback has meant the operation of only two shifts rather than three. But several temporary plant closures lasting from a week to a month have taken place to reduce inventory levels and more closures are expected over Christmas and in January.

Metal fabricating is another industry which has experienced cutbacks. Employment has in any case been adversely affected since early 1970 as the industry is extremely sensitive to changes in construction activity. A considerable number of fabricating plants in Vancouver also rely on the B.C. forest industry and these plants have been operating at a far lower level than in 1969. The slight increase in employment that occurred in response to renewed construction activity at the end of the summer has now been more than offset by decreased orders from the logging and wood products industries.

Vancouver shipyards, in common with others across Canada, have experienced a very low year. Lay-offs occurring in Metro Vancouver throughout 1970 have reduced shipbuilding employment to the lowest level in twenty years. A recent order enabled the largest yard to maintain some activity during the last few months but in general the local industry has been unable to attract orders.

Construction employment continued at a much lower level than in 1969. Only a few large projects have been started during this year: the Pacific Centre (\$95 million) and the Georgia Viaduct (\$12 million) were started early in the year and at the year end excavation was in progress at Project 200 and the Royal Centre. Housing starts which have been running far below 1969 levels throughout this year showed a small year-to-year increase in October. However, units under construction, which constitute the stock of work on hand, are a far better indicator of the demand for construction workers. With more completions than starts each month throughout 1970 the number of units under construction in October was only 8,800 in 1970 as compared with 12,500 in 1969.

Overall employment declines from 1969 to 1970 varies from about 10 per cent for wood products and metal fabricating to almost 25 per cent for the construction sector. Workers who were employed last year or early this year and who are now un-

employed are unlikely to have moved out of Vancouver. With employment conditions soft throughout Canada alternative employment has probably not been available. In addition, lay-offs have tended to be on a temporary basis, although quite frequent. As these industries are major employers of craftsmen, Vancouver now has a pool of unemployed skilled labour which although an indication of considerable underutilization in the economy, its existence will enable a pickup of activity to take place without placing pressure on the supply of skilled labour.

The occupation of these skilled workers is reflected in CMC operational statistics. Client registrations in the Metro Vancouver district are high in all sectors, but registrations in structural work and machine trades are particularly significant in view of previous shortages in these trades.

The figures below show the approximate number of unemployed clients registered in these skilled occupational groups at the end of October. In almost all these categories there were fewer than ten vacancies registered at the same time.

Motorized vehicle repair	600	Carpenters and related	500
Cabinet makers, patternmakers other	600	Machinists and related	300
Electrical assembling, install and repair	600	Tinsmiths, coppersmiths, sheet metal work ,	
Welders and related	500	boilermakers and other	300
		Machinery mechanics and repair...	200

Increased registrations are expected over the winter months. But as most workers in these occupations belong to closed shop unions and therefore register primarily with their own halls, the total number of persons available for work in these skilled occupations exceeds CMC registrations.

Increasing employment can be expected in the construction sector from early in 1971 as governmental concern on unemployment has freed several projects for an early start. However, consistently higher investment levels are necessary before the potential construction labour force, those persons who worked during 1969, will again be fully employed.

Vancouver Island District

The overall level of employment during the past quarter throughout the district has continued to present a disappointing picture. Vacancies reported to Canada Manpower Centres have dropped from 1,498 in September to 750 in November which represents a twelve-month decline of 31 per cent.

This pattern is general throughout the entire range of industrial classifications but is especially marked in the manufacturing industries and the construction trades. There is, of course, a normal seasonal trend underlying this picture but these figures

suggest that the falloff has begun somewhat earlier than in previous years and will be more pronounced than usual. The logging industry, for example, reduced its operations substantially around the beginning of December, partly because of heavy snow and partly because of the early attainment of yearly production quotas. There are indications that camps in some parts of the district may not resume full-scale operations until the middle of January, a somewhat longer shut down than normal. Needless to say, the resumption of activities in this industry is heavily dependent upon weather conditions, particularly at higher elevations.

The construction industry remains dominated by institutional contracts, additions to schools and hospitals or road construction. Little work is underway which represents new industrial facilities or additions to current plants and equipment. The one major exception to this general picture continues to be the development of the Island Copper property near Port Hardy at the northern end of the Island. Actual construction is now underway at the mine site on the \$70 million investment. Some 450 men are now engaged in construction at the mine site and contracts have been let for an estimated \$2 million in related housing developments. Work is currently underway on a large extension to the shopping plaza at Campbell River and this is providing sustained work for a number of tradesmen. In Greater Victoria there was some improvement in construction activity in November but the value of building permits issued in the first eleven months of 1970 continues to lag well behind the corresponding figure for 1969. As yet the substantial increase in housing starts reported in various centres in Eastern Canada has not materialized on the Vancouver Island to any noticeable extent. Nevertheless, the continuing trend towards easier monetary conditions combined with the substantial but still largely latent demand for housing should result in increased activity in 1971.

The wood products components of the manufacturing sector of the district's economy present a mixed employment picture. Lumber and plywood mills are operating with reduced crews and reduced levels of output reflecting comparatively high inventory levels. The pulp and paper industry continues to operate well below maximum potential output but employment, while not increasing, is at least remaining stable.

There are indications that retail sales throughout the district as a whole have improved somewhat during the quarter under review. This undoubtedly reflects the settlement of industrial disputes and the resumption of stable payrolls. However, the back-to-school period of activity in late August, and the pre-Christmas sales in November and December always contribute to a seasonal increase in the final quarter of the year. But employment growth in this sector will be only temporary as there is a tendency for employers to use part-time employees. When sales are increasing the tendency is to increase the number of hours worked by part-time staff and to minimize the recruitment of additional staff. Victoria continues to lag Vancouver in employment growth in the overall trade sector which combines both wholesale and retail trade. As late as October trade vacancies reported to district CMC's were some 21 per cent below the corresponding month of 1969. This appears to substantiate the overall impression that the seasonal increase in sales volume is being handled with no substantial additional employment.

Employment within the service sector continued to grow during the past quarter and the upward trend is anticipated to continue. Nevertheless, the district continues to lag the Pacific Region as a whole. All CMCs continue to show heavy surpluses of clients registered in most service occupations. The normal seasonal increase in part-time employment at post offices has taken place benefitting students particularly. However, employment in public administration has shown little or no growth during the past quarter and this undoubtably reflects budgetary restraints.

In summary, then, the past quarter has seen some improvement in general economic conditions throughout the district but it is still too early to be sure that this will lead to a marked increase in employment. What has happened so far is that those already in the labour force, either full time or part time, have enjoyed greater continuity of employment than in the two previous quarters. As the economic livelihood of Vancouver Island District is particularly sensitive to national and international conditions, employment growth will tend to lag rather than anticipate renewed strength in the Canadian and U.S. economies.

Okanagan-Kootenay District

After a moderately high level of activity in October, a significant downturn in the District's economy occurred during the latter part of November. This was caused by substantial cutbacks in logging and to a lesser extent in lumber manufacturing. The soft market for lumber and an unusually heavy snowfall in the Nelson area which severely curtailed local logging were the main factors contributing to deterioration in the forest industry. The average selling price of dressed lumber during 1970 has been much lower than in 1969.

Continued buoyancy in the construction industry, a high level of mining exploration and development work, stable mineral and smelter production, and a moderate level of activity at fruit packing and processing plants provided the principal source of strength to the district's economy during the final quarter of 1970. Activity in the mobile home and trailer manufacturing industry also increased slightly during this quarter although the industry is still operating well below capacity.

Retail trade was quite sluggish, possibly reflecting the after-effects of the lengthy industrial disputes during the summer which severely reduced consumer purchasing power. Agricultural employment during the quarter was sharply reduced following completion of the Okanagan tree fruit and grape harvest. The usual seasonal decline also occurred in the travel industry.

Although there were no major new developments comparable to those in the previous quarter, numerous smaller projects were started. Those involving a capital outlay in excess of \$500,000 are listed on page 14.

COMPANY	PROJECT	CAPITAL OUTLAY \$000
Kaiser Resources Sparwood (Fernie CMC)	Renovations to coal preparation plant.....	10,000
Placid Oil Co. Wardner (Cranbrook CMC)	Open pit copper mine	5,300
Alberta Natural Gas (Fernie & Cranbrook CMCs)	Installation of three compressor stations	6,100
Cranwest Development Cranbrook	Residential development	900
Wolverine Valley Lumber Elko (Fernie CMC)	Relocate mill from U.S.A. (100 M fbm per shift)	750
B.C. Hydro Cranbrook - Nelway	Power line construction	1,120
B.C. Hydro Arrow Lakes (Nelson CMC)	Whatshan generating station	3,674
City of Trail	Sewage construction	840
Penticton Inn	5 storey addition	500
Capozzi Enterprises Kelowna	Expansion of Capri Shopping Centre	1,000
Lornex Mining Corp. Logan Lake (Kamloops CMC)	Residential development (100 houses)	1,218

Approximately 600 construction workers were being employed on the above projects during this quarter. In addition, another 400 men were hired on major projects started prior to October. These included the Hiram Walker Distillery and Orchard Park shopping centre at Kelowna, the Kamloops Pulp and Paper expansion at Kamloops, Similkameen Mining Company's new copper development at Princeton, and Northwood's lumber manufacturing plant at Okanagan Falls and Princeton. However, the effect of these new projects was largely offset by the annual winter layoff of crews at the Mica Dam and reductions on other small projects.

Extensive layoffs in the forest industry occurred during the last half of this quarter. An estimated 700 loggers were idled in the Fernie, Nelson, and North Okanagan areas. Smaller cutbacks in sawmill employment also took place during November at operations in the Vernon, Kamloops, and Nelson areas.

Manpower requirements in mining, smelter manufacturing and fruit packing and processing remained stable. However, opening of a new travel trailer plant at Kelowna in December created 70 additional jobs for local residents.

As in 1969 vacancies registered at the CMC's declined during the last quarter of 1970 and the number of unemployed clients rose. The influx of job seekers from outside the district, particularly from the Prairies, increased unemployment to a level well above the last quarter of 1969 even though a moderate growth in employment occurred during 1970.

A large over-supply of construction tradesmen, labourers, truck drivers, loggers, and sawmill labourers and tradesmen was general throughout the district at the end of November. Surpluses were also heavy in clerical, catering and hospitality occupations, and to a lesser extent in the professional, technical and managerial category. There is a growing surplus of nurses, licensed practical nurses, accountants, and of administrative, management, and engineering personnel.

Persistent shortages continued at Fernie for heavy duty mechanics, electricians, underground coal miners, and truck drivers (100 ton Lectra-Haul units) until the end of October; these subsequently eased off in December. Other hard-to-fill vacancies at the beginning of December included T.V. repairmen, first aid attendants, saw filers, and auto body men at Cranbrook; housekeepers at Kelowna, metallurgists at Kamloops; licensed hairdressers at Trail and Penticton; and instrument men for legal survey work at Kelowna and Penticton.

If the usual seasonal pattern holds, a slight decline in total employment can be expected in January followed by a light but gradual recovery during February and March. However, severe winter conditions could alter this pattern and affect the comparison with the early months of 1970 when mild temperatures prevailed. Construction work should provide the main source of strength in the district during the first quarter of 1971. A further build up of crews is planned for major projects now under way towards the latter part of the quarter and work on several smaller projects is scheduled to commence.

Little change is looked for in the forest industry, which like construction is an important determinant of total employment during the winter months. However, new or renovated sawmills at Grand Forks, Midway, Princeton, Okanagan Falls, Radium, and Elko will create approximately 200 new jobs in lumber manufacturing towards the end of March. A comparable increase in logging crews is also expected to develop to meet the expanded log requirements of these plants.

Employment in mining and smelting should remain stable during the first quarter of 1971. Placid Oil will require an estimated 50 employees when they commence production in March at their open pit copper operation near Cranbrook. However, this will be offset by layoffs in the Nelson area. Slight reductions in the work force are likely to take place in catering and hospitality, fruit packing and processing, and retail trade during the early months of 1971. Little change in employment will occur until spring in the growing mobile home and trailer manufacturing industry of the South Okanagan.

North-Central District

District labour markets showed a disappointing trend toward further weakness during the fourth quarter of 1970. Despite developments at various locations, there was only a small increase in permanent new jobs during the period. This, coupled

with the normal seasonal decline in employment as the economy shifted over to winter activity, produced slack employment opportunities in practically all sectors. As employment was considerably depressed for most of last summer, it had been hoped that district labour markets would have shown sufficient strength to offset some of the current seasonal decline. This, however, has not been the case.

The flow of job vacancies notified to District CMC's by local employers declined steadily through the period and remained approximately 30 per cent below last year's levels. Some part of the reduction in the flow of job orders can be attributed to lower turnover rates. Consequently, registered job vacancies cannot be regarded as an exact measure of labour demand. But there was some indication that unemployment was slightly reduced toward the end of the quarter. This was probably due primarily to a seasonal reduction in labour force participations rates. However, the 7,064 unemployed clients registered at District CMC's in October was the highest of the year and represents a considerable waste of manpower resources.

Although there are no solid grounds for expecting any strong revival in employment until early next summer, it seems reasonable to expect a very gradual improvement during the first quarter of 1971. This outlook is based primarily upon the fact that the service industries are still recovering from income lost during last summer's work stoppages. In addition, oil field exploration in the north-eastern part of the province is expected to increase significantly before the end of January. Although logging employment may not achieve last year's levels, it should provide a much needed stimulant to income flows in the district.

Reviewing the last quarter's labour markets on an occupational basis, the most significant change has been the emergence of labour surpluses in occupations which, under normal circumstances, are usually found on the persistent shortages list. In the professional, technical and managerial category, surveyors, accountants, teachers, nurses, and several managerial specializations are now in surplus, while localized shortages exist only for medical laboratory assistants and a medical records librarian.

In the clerical category, most occupations persisted in surplus with a large proportion of the job applicants possessing limited skill. However, there continues to be an unsatisfied demand for qualified and experienced secretaries and stenographers. Legal stenographers have been on the persistent shortages list for most of the past year.

In the services category, heavy surpluses of waitresses, cooks, and various hotel service occupations persist along with somewhat lighter surpluses of guards, watchmen, and various janitorial occupations. There has been, however, a persistent shortage of women with sufficient qualifications to take employment as housekeepers in motherless homes. This, together with a severe shortage of qualified hairdressers constitutes the main core of hard-to-fill vacancies in the services category.

Processing occupations saw relatively strong demand conditions during the quarter due to hiring of production workers at the Columbia Cellulose pulp mill at Prince Rupert and the Aluminum Company's Kitimat smelter. However, it is expected that most of this demand can be filled quite readily.

Of the machine trades, there were persistent shortages only for certified millwrights, for lumber graders, and for a planer foreman at Williams Lake. Maintenance electricians have also been in demand although the shortage is not yet severe enough to be considered persistent. Existing surpluses of sawmill trades were swelled by lay-offs at two sawmills in the Quesnel CMC area. Other labour surpluses in this category include automobile and heavy duty mechanics, uncertified millwrights, and to a lesser extent, machinists.

Increases in the number of unemployed clients in the structural work category were held to a minimum, due probably to an outflow of workers from the district as the construction season drew to a close. The largest surpluses were of labourers, heavy equipment operators, carpenters, and welding occupations; maintenance and construction pipefitters were in short supply. With the exception of television service and repairmen, there was limited activity in bench work occupations in terms of both labour supply and demand. Television repairmen are on the persistent shortage listing.

Of the miscellaneous category, in which unemployed clients are second only in volume to the structural work occupations, surpluses can be expected to grow through the winter. The largest surpluses, as the quarter drew to a close, were in occupations associated with packaging and materials handling, storage and moving, lumber piling, truck driving, and timber cutting. But increased demand from the logging industry should reduce the surplus of loggers through the winter months.

Reviewing developments at some of the district's major employers, the most notable was Crown Zellerbach's announcement that they will not proceed with earlier plans for a sawmill and pulp mill at Bella Coola. However, other groups have made preliminary feasibility studies in the area and a major forest products complex may yet materialize in the Bella Coola valley. Other factors slowing employment growth in the forest industry over the shorter term include the continued closure of the Prince Rupert Forest Products sawmill, a strike by 300 I.W.A. members at Weldwood's Canim Lake sawmill, the closing down of at least four other small and medium sized sawmills in the Central Interior, and continued operating losses at the Fort Fraser and Fraser Lake sawmills which are still operating in receivership.

On the positive side, start-ups were made at Eurocan's new pulp mill at Kitimat and at Finlay Forest Industries' new groundwood pulp mill at Mackenzie. Also at Mackenzie, B.C. Forest Products recently announced a tentative manning schedule for their new stud mill which will require a first shift of approximately 60 men by May 1971, with second and third shifts of 40 men to follow by mid-summer and early fall. And at Houston, the delayed addition of an extra shift at Bulkley Valley Forest Industries' lumber complex is now reported to be imminent. In other developments, a saw-

mill and chipper addition at Pohle Lumber (now Columbia Cellulose) coupled with other smaller projects in Terrace CMC area provided approximately 80 new jobs during the period. A variety of other projects, still in the planning stages, provide hope for further steady increases in forest industry employment through 1971.

In the mining sector, the major announcement during the quarter was Placer Development's official decision to proceed with the \$74 million development of their Gibraltar property north of Williams Lake. Production is expected to commence by the summer of 1972 with approximately 400 employees on the payroll. Meanwhile, mine construction continued at the Bell Copper site on Babine Lake. At Stewart on the west coast, milling commenced at Granduc Mines' copper site. Mining exploration is extremely active in the District with the many companies involved. At present it appears that several prospects in the vicinity of Houston may be the first to be developed into producing mines. Of even greater interest, however, is the apparent impact of Japanese and domestic demand for coal. The final feasibility report on Brameda Resources' potential coal development on the Sukunka River is now due at any time; Northern Coal Mines recently indicated that financing has just been arranged for further development work on their Bowron River coal deposit 40 miles southeast of Prince George; and in the Pink Mountain area in the far northeastern section of the Province Nickel Hill Mines is planning a detailed exploration program to evaluate known coal deposits.

CMC Whitehorse

Seasonal declines in retail trade and services, together with some lay-offs in the construction sector, caused a normal seasonal increase in unemployment during the fourth quarter. Although Christmas activity assisted in holding down this rise in joblessness, there still remained large numbers of female applicants registered in clerical and sales groups and in various occupations associated with the hospitality industry such as cooks and waitresses. The increase in male unemployment was less pronounced due to some outmigration from the District and the absorption of approximately 140 unemployed clients into training and upgrading courses sponsored by the Department.

The outlook is for a continuation of normal winter unemployment levels until perhaps February when the rate of outmigration from the area usually rises. In addition somewhat higher levels of construction than a year ago should hold down the increase in unemployment.

In the labour markets, skill shortages were largely eliminated as the last quarter of 1970 progressed. However, since turnover tends to rise later in the winter, some shortages can be expected to re-emerge in skilled mechanical and maintenance trades as the qualified supply of available clients is only just in balance with demand. A few small new establishments commenced operations in the CMC area during the quarter. Small branch banks started operating in Faro and Clinton Creek. Two new construction firms, a lounge bar, a new mining exploration company, and a janitorial service were also added to the list of operating establishments; together they provided about 30 new jobs.

WOMEN IN THE LABOUR FORCE

I A Discussion of Some Aspects of Women's Employment

In our modern society men are expected to work throughout most of their adult lives. Their membership in the labour force is almost automatic and their element of choice is very small. They enter the labour market after completing their education and, whether employed or unemployed, they remain in the labour force until they retire.

By contrast relatively few women are gainfully employed throughout their adult lives. Their working life is often discontinuous for they may enter and leave the labour force several times at different stages of their lives. Most women, unlike most men, are free to choose among different types of activity: paid work, volunteer work, work at home, leisure, or continued education. But this freedom of choice is by no means unlimited. At certain periods of a woman's life it is circumscribed by family responsibilities and it is usually much influenced by prevailing social attitudes. However, an element of choice does distinguish the labour market behaviour of women from the behaviour of men.

This article, the first of two on the general subject of women in the labour force, will briefly examine some of the more important aspects of the subject. But there are, of course, many topics that a short article cannot cover. In particular, the available statistical information will be discussed in the second part to be published in the next issue of the Pacific Manpower Review. Specific reference will be made to the place of women in the work force in British Columbia.

There has been a striking advance in this century in the proportion of women in the Canadian work force. In 1900 women represented 13 per cent of all workers and by 1940 the figure had climbed to only about 18 per cent. But today women represent almost 33 per cent of the labour force. Some two and a half million women, one-third of all the women old enough to work, are now in the labour force. There is, of course, nothing new about women working but what is remarkable is the number of married women at work. In fact, the rapid increase in the last thirty years has been mainly caused by the growing number of married women in the labour force. Before World War 1 the typical woman worker was young and unmarried. Traditional social attitudes discouraged the employment of married women unless dire economic necessity required them to support the family. Today, in contrast, the woman worker is more commonly over thirty-five and married.

The great increase in the number and proportion of women in the labour force is due to a combination of demographic, economic, and social developments. Among demographic factors the most important were the overall growth in population and the increased ratio of women to men resulting from the greater longevity of women. In addition, earlier marriages and small families have led to a significant reduction of the age at which women no longer have young children. Economic and social factors

included the transformation of Canada from a rural agrarian to an urban industrialized society. Women on farms always had a full-time job on their hands, particularly before the spread of urban amenities to the countryside. In the city, by contrast, gainful employment is carried on outside the home and household work is completely divorced from paid work. In addition, cities have always provided women with more employment opportunities outside the home than have rural areas. Moreover, it is in the city that traditional values lose their hold and are modified. The changing industrial structure of employment from agriculture to other goods-producing activities and then to services opened up employment opportunities for women. In addition to the development of the service industries, the use of industrial machines, rationalization of industrial processes, and the growth of commercial and financial activities have all helped create greater job opportunities for women.

The work pattern of women who remain single is relatively simple and bears a strong resemblance to that of men as they work for most of their adult lives. But more than half the women at work in Canada today are married. The principal motive for married women working is economic and there is an inverse relationship between a husband's income and the probability of his wife working. A recent study by the Women's Bureau of the federal Department of Labour suggested that just over half the married women work for economic reasons: to supplement inadequate family income; to help pay for a home, medical treatment, or a child's education; or to raise the family's standard of living in general. Of the remaining half, the majority of the married women cited self-fulfillment and enrichment of individuality as their reasons for working while the rest regarded employment as a means of maintaining or improving skills.

An interesting list of the motives attracting women into the labour force has been compiled by the U.S. National Manpower Council. The eight principal reasons are: a desire to realize potentialities; the need for adult companionship; the desire for personal independence; finding homemaking dull and unrewarding; a wish to make fruitful use of free time even though involved in community activities; a desire to resume a career interrupted by marriage and family; an awareness of the need for teachers and nurses in the community; and the fear of empty lives when children are grown up. Doubtless similar motives influence the decision of Canadian women.

Whether or not a particular woman will look for employment depends on various economic, psychological, and social factors at the time in her life when she is making her decision. But it can be assumed that economic necessity is the overriding reason for employment among women who have to support themselves or to support dependents without the help of a husband, among working mothers of young children, and among wives whose husbands have inadequate or no income.

Whether married women work for economic or non-economic reasons, the effect of working on their children is still a matter of some controversy. The government of Canada has taken no position on this issue but others have. It is interesting to note, for example, that two western European governments facing labour shortages in the mid-1960s took opposite points of view. In Switzerland the government considered

that "for women whose children no longer need constant attention, participation in economic activity is not only a personal right but, in certain circumstances, also a social duty". While the Swiss government thought mothers should be encouraged to work, the West German government thought they should be discouraged. Their Minister of Labour and Social Affairs stated: "If adverse social effects of the employment of mothers are to be avoided, more recourse will have to be taken to other possibilities of meeting manpower requirements instead of expanding the employment of mothers."

Does the possible conflict between a woman's family responsibilities and work require employers to respond differently to mothers than to other potential employees? Employers have taken maternal responsibilities into account in various ways: some have been reluctant to hire mothers of young children; others have sought to ease the burden for working mothers by providing facilities for the care of children, though usually only when confronted with womanpower shortages. The most common response to working mothers, by both public authorities and private employers, has been to permit equal access to jobs but to provide no help with child-care facilities. The failure to provide such facilities is usually justified on the grounds that the employment of mothers with young children should not be encouraged.

But in fact, most Canadian women with young children do not work and do not want to work. However, the percentage of mothers in the labour force in the early 1960s, about the same as in the U.S. labour force, was considerably higher than in the British labour force. Mothers of young children tend to be in the labour force either because their husbands' incomes are very low or because they are well-educated and committed to a career.

In addition to the availability of homemakers or facilities for the care of young children, two other factors which have an important bearing on the participation of women in the labour force are the tax treatment of their earnings and the opportunities for part-time work.

At present the Canadian tax system discourages the employment of married women but the White Paper setting out proposals for reform has proposed changes which would ease the tax burden. In particular, the deduction from taxable income of child care expenses is proposed when both parents are working or when there is only one parent in the family who is working.

The recent growth in the number of women in the labour force has been accompanied by an exceptional increase in the number of part-time women workers. But there are great variations in the work patterns of those employed for less than a full year including occasional or casual, seasonal, and regular part-time work. Casual and seasonal work may often be welcome to women as a valuable supplement to family income. But regular part-time work is of particular interest as it is obviously suited to the needs of women with family responsibilities. It also helps the woman who chooses to work outside the home to maintain her skills and keep in contact with developments in the world of work until such time as she may be able to return to full-time employment. And for many part-time women workers, economic factors may provide as compelling reasons to seek employment as they do for full-time workers.

A survey conducted in 1964 by the Women's Bureau of Ontario found that only 26 per cent of the 3,500 women interviewed were interested in full-time employment while the remaining 74 per cent wished to work part time. Another survey of women university graduates a couple of years later revealed that well over half the women who planned to work in the future would prefer part-time employment. Even though there are problems inherent in the use of part-time workers, a case can be made for Canadian society to provide more opportunities for part-time work, especially in the professions. As it is, society loses the potential services of workers who may even be in short supply and also gets little or no return from its investment in the education of these women.

But it must be recognized that the use of part-time workers arouses some reservations. Full-time employees and unions fear that part-time labour, often lower paid, will offset the pressure of wage claims or that employers may replace full-time staff with this cheaper labour. And some employers argue that increased use of part-time workers would raise their administrative costs and create other problems. In view of these uncertainties about part-time work, the success of a novel experiment in Holland is particularly interesting. There, an international manufacturer of electrical apparatus opened a plant some four years ago that is entirely staffed by married women working on a part-time basis. Although the scheme stemmed in part from a shortage of labour, it has evidently proved so satisfactory to both employer and employees that other similar plants are contemplated.

A common argument against the employment of women is their high turnover and absenteeism and their lack of mobility. But a number of recent studies suggest that generalizations about these aspects of employment as between men and women should be avoided. However, so long as married women are secondary rather than primary breadwinners, they will usually be tied to the city in which their husbands work.

Labour turnover rates and absenteeism are influenced more by the skill level of the job, the age of the worker, the worker's record of job stability, and the worker's length of service with the employer than by sex of the worker. Comparisons of the rates of women and men, therefore, need to be related to those in comparable jobs and circumstances if they are to be meaningful. Of course, the worklife pattern of women with many working for a few years after finishing school and then returning to the labour force as their children grow older does increase the turnover rates for women. But it is also true that men's rates are raised by their tendency to move from one job to another somewhat more often than women.

In the United States the illness record of men and women is about the same. The U.S. Public Health Service found that in a recent twelve-month period employed men averaged 5.3 days off work because of illness and employed women averaged 5.4 days. In Canada the best available figures relate to the federal government, which is the country's largest employer and the largest employer of women. Certified sick leave in 1967 for public service employees was reported at 4.1 days for men and 4.4 for women.

Women in the public service do take more casual leave than men (though the difference is less than one day a year) and on special leave usage there is no difference. Taking all three kinds of leave together women use only 1.2 days more per year, equivalent to ten hours work. One kind of absenteeism, maternity leave, uniquely affects women. While it does mean a fairly lengthy absence from work, it does not (for the woman who intends to continue working) happen often and fewer than two per cent of women in the public service take maternity leave in a particular year.

One noteworthy aspect of the growth in women's employment is that it has taken place against a background of considerable unemployment among men. During the period from 1958 to 1963, when the participation of women in the work force was increasing most rapidly, the unemployment rate for men averaged between 6½ and 8 per cent of the male labour force. In Canada unemployment rates for women are always substantially lower than for men. This is the reverse of the situation in the United States, and in many other industrialized countries, where women have considerably higher unemployment rates than men. During the past six months when unemployment has caused grave concern, unemployment in Canada has been significantly more severe for men than for women.

The consistently lower unemployment rates for women are partly explained by the occupational distribution of women, particularly their concentration in the service sector which is both the fastest growing and less subject to unemployment than other industries. But there is another factor which contributes to the lower reported unemployment rate for women. To be counted among the unemployed, a person must be seeking work. Most men find it necessary to be continuously in the labour force and therefore look for work when they lose their job. But the attachment of women, particularly married women, to the labour force is less secure. When they finish a job, if a ready alternative does not exist, they may simply withdraw from the labour force - not seek work and so not be reported as unemployed. Thus, unemployment rates for women may be deceptively low and conceal some involuntary unemployment.

The Canadian situation described above is little different to the situation in most western industrialized countries for women commonly constitute about one-third of the labour force. No country today, at whatever stage of its economic development, can dispense with the participation of substantial numbers of women in the labour force. It is obvious that the effective development and utilization of "womanpower" is one aspect of manpower policies that can no longer be overlooked by governments, employers, and labour organizations. Only through the optimum use of all human resources can full employment, a satisfactory rate of economic growth, and an equitable distribution of income be brought about.

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Vacancies
- Registrations

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

Chart A-1
MONTH-END VACANCIES
PACIFIC REGION, 1968 - 1970

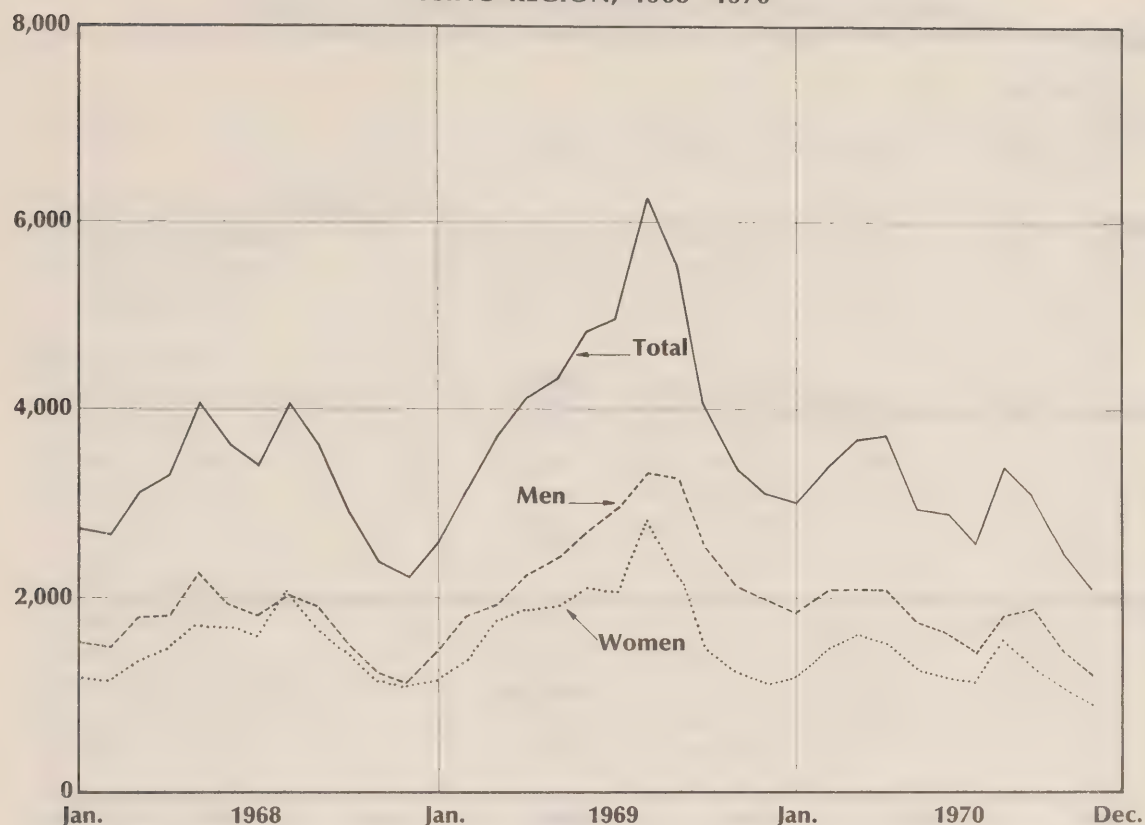


Table A-1
MONTH-END VACANCIES BY OCCUPATIONAL GROUP
PACIFIC REGION — NOVEMBER 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	223	18.6	48	5.0
Clerical-Sales	187	15.6	435	45.6
Services	105	8.7	409	42.9
Farming, Fishing, Forestry and Related	21	1.7	1	—
Processing	106	8.8	11	1.2
Machine Trades	179	14.9	—	—
Bench Work	35	2.9	41	4.3
Structural Work	136	11.3	—	—
Miscellaneous	210	17.5	10	1.0
Not Specified	—	—	—	—
Total	1,202	100.0	955	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1968 - 1970

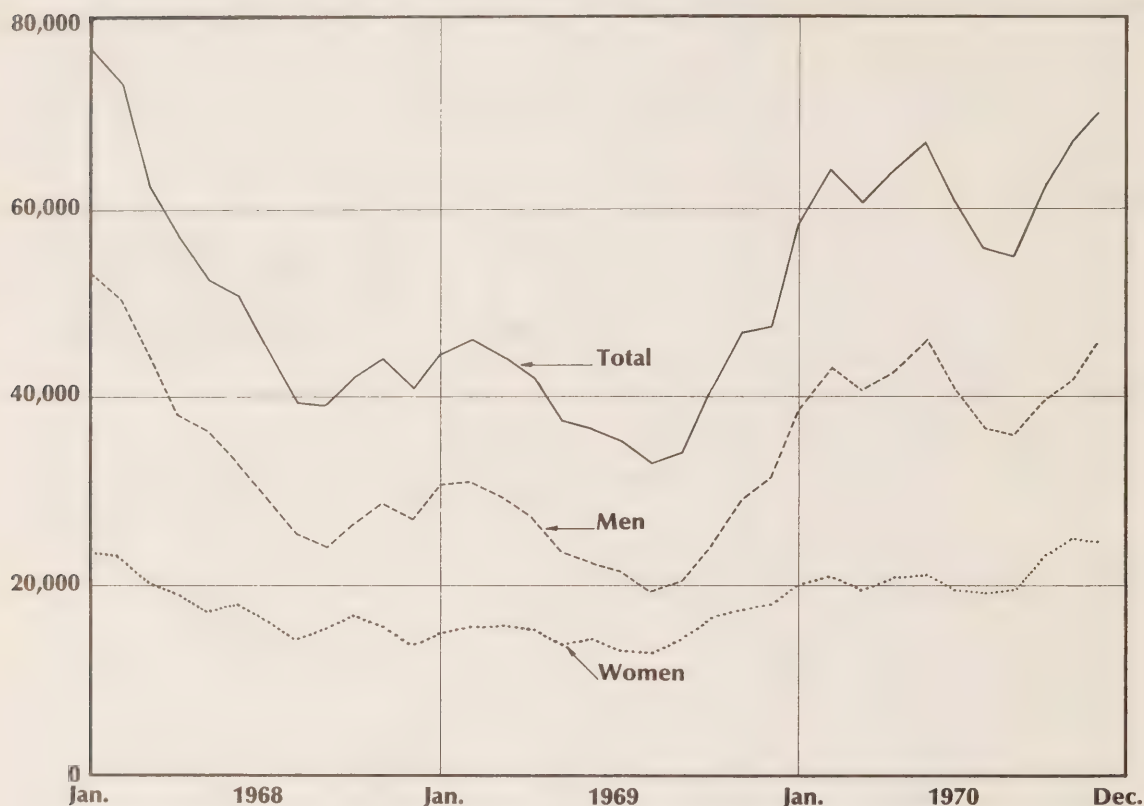


Table A-2
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION — NOVEMBER 1970

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	4,460	9.9	1,347	5.6
Clerical-Sales	4,496	10.0	12,749	52.7
Services	3,782	8.4	5,973	24.6
Farming, Fishing, Forestry and Related	759	1.7	35	—
Processing	969	2.2	221	0.9
Machine Trades	4,111	9.1	43	0.2
Bench Work	632	1.4	313	1.3
Structural Work	11,453	25.6	7	—
Miscellaneous	9,218	20.5	817	3.4
Not Specified	5,055	11.2	2,737	11.3
Total	44,935	100.0	24,242	100.0

Source: Department of Manpower and Immigration.

Table A-3
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

	Unit	Latest Month	Amount	Per Cent Change Previous Month	Latest Month 69/70
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	September	139.86	+ 1.1	+ 4.6
Average Earnings	\$ per hour	September	3.74	+ 2.5	+ 2.7
Average Hours	Number	September	36.0	- 0.3	- 0.8
PRODUCTION					
Value of Factory Shipments	\$'000	September	296,700	+ 5.5	- 6.1
Lumber Sawn	M.f.b.m.	September	654,500	+ 4.6	- 1.9
Paper Production	Tons	September	145,300	- 9.0	-16.6
Pulp Production	Tons	September	242,300	- 1.6	-38.0
Fish Landed	\$'000	November	695	-81.6	-98.5
INTERNAL TRADE					
Retail Sales	\$'000	September	258,387	+ 4.6	+ 1.3
Electric Power	Million kwh	August	1,545	-16.3	-25.6
Sales of Life Insurance	\$'000	August	210,400	-40.4	+ 3.3
Gasoline Consumed	'000 gal	September	56,500	- 5.1	+ 7.0
Tourist Permits	Number	September	118,700	-35.3	+27.5
CONSTRUCTION					
Building Permits	\$'000	October	71,507	+19.1	+43.0
Housing Starts	Units	October	2,022	+15.2	+62.3
Housing Completions	Units	October	1,702	+29.8	+44.5
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	September	196,000	- 2.1	+ 0.4
Imports through B.C. Ports	\$'000	September	80,200	+ 9.1	-22.1
INDEXES					
Vancouver Consumer Price Index	Index	November	123.9	+ 0.5	+ 3.2
B.C. Index of Employment (Industrial Composite)	Index	September	140.3	- 0.8	- 2.2

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Dominion Bureau of Statistics, Ottawa.
Bureau of Economics and Statistics, Victoria.

Table A-4
EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	September 1970 (Estimates in Thousands)	August 1970	September 1969	Change September 69/70 %
Forestry	22.1	22.0	24.8	— 10.9
Mines, Quarries and Oil Wells	12.2	12.9	11.4	+ 7.0
Manufacturing				
Durables	74.8	75.4	79.8	— 6.3
Non-Durables	66.5	54.7	55.2	+ 20.5
Total	131.3	130.2	135.1	— 2.8
Construction	37.8	37.3	46.8	— 19.2
Transportation, Communication, and Other Utilities	85.1	86.6	80.7	+ 5.5
Trade	116.3	116.0	117.7	— 1.2
Finance, Insurance, and Real Estate	32.0	33.1	29.9	+ 7.0
Community, Business and Personal Community, Business, and Personal Services				
Commercial Sector	88.2	92.0	87.7	+ 0.6
Non-Commercial Sector	104.8	82.4	103.6	+ 1.2
Total	193.0	174.4	191.3	+ 0.9
Public Administration and Defence*	41.7	42.4	40.8	+ 2.2
Total	671.6	654.8	678.4	— 1.0

(P) Preliminary

* Defence excludes noncivilian employees

Note

There is a substantial difference between the total in Table A-2 above and the labour force estimate of total employed shown in Table A-1. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to **employees** whereas the estimate of total employed in Table A-1 includes all persons who had a job, both employees and **others**. In addition, Table A-2 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-5
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

	Unit	Latest Month	Amount	Latest Month Change 69/70 %	Amount	Year to Date Change 69/70 %
PRODUCTION						
Timber Scaled	M.cu.ft.	September	184,000	+ 5.6	2,039,860	- 7.1
Lumber Sawn	M.f.b.m.	September	654,500	- 1.8	5,696,000	- 2.9
Plywood Production	M.sq.ft. $\frac{3}{8}$ "	September	138,900	- 17.2	1,370,800	- 4.6
Paper Production	Tons	September	132,300	- 16.6	1,324,700	- 6.7
Pulp Production	Tons	September	242,300	- 38.0	3,247,600	- 8.7
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	September	165.74	- 3.0		
Saw, Shingle and Planing Mills	\$ per week	September	138.75	+ 3.5		
Veneer and Plywood Mills	\$ per week	September	124.40	- 9.1		
Pulp and Paper Mills	\$ per week	September	172.47	- 0.4		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	September	3.58	+ 2.0		
Veneer and Plywood Mills	\$ per hour	September	3.54	- 1.1		
Pulp and Paper Mills	\$ per hour	September	4.30	+ 3.6		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	September	37.1	+ 1.4		
Veneer and Plywood Mills	Hours	September	33.2	- 9.8		
Pulp and Paper Mills	Hours	September	36.9	- 7.7		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	September	128.8	- 4.9		
Saw, Shingle and Planing Mills	Index	September	112.6	+ 1.6		
Veneer and Plywood Mills	Index	September	116.5	- 7.8		
Pulp and Paper Mills	Index	September	159.0	+ 0.4		

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Bureau of Statistics, Victoria.

Table A-6
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month	Amount	Latest Month Change 69/70 %	Year to Date Amount	Change 69/70 %
Building Permits	\$'000	October	71,507	+ 43.0	496,100	— 14.3
Housing Starts	Units	October	2,022	+ 62.3	13,280	— 34.7
Housing Completions	Units	October	1,702	+ 44.5	16,190	+ 13.8
AVERAGE WAGES AND SALARIES						
Building	\$ per week	September	193.21	+ 1.2		
Engineering	\$ per week	September	237.25	+ 4.5		
AVERAGE EARNINGS						
Building	\$ per hour	September	5.42	+ 3.2		
Engineering	\$ per hour	September	5.68	+ 2.3		
AVERAGE WEEKLY HOURS						
Building	Hours	September	35.6	— 3.5		
Engineering	Hours	September	42.5	+ 1.7		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	September	177.0	— 24.0		
Engineering	Index	September	131.5	— 1.0		

Source: Building Permits, D.B.S., 64-001.

Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.

Man-Hours and Hourly Earnings, D.B.S., 72-003.

Canadian Housing Statistics, C.M.H.C.

Table A-7
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

	Unit	Latest Month	Amount	Latest Month Change 69/70 %	Amount	Year to Date Change 69/70 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs.	September	20,548	+ 36.9	157,774	+ 19.5
Molybdenum Shipments	'000 lbs.	September	3,031	+ 40.3	24,566	+ 24.5
Lead Shipments	'000 lbs.	September	23,057	+ 39.2	160,520	+ 4.9
Zinc Shipments	'000 lbs.	September	26,558	+ 0.7	203,986	- 7.1
Crude Oil Production	'000 bbl.	September	2,059	- 6.2	19,100	+ 2.1
Natural Gas Production	M.cu.ft.	September	27,363	+ 7.3	241,889	+ 6.1
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	September	179.80	+ 10.3		
Average Earnings	\$ per hour	September	4.37	+ 8.4		
Average Weekly Hours	Hours	September	40.2	+ 1.0		
*EMPLOYMENT INDEX (1961 = 100)	Index	September	151.9	+ 12.5		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: **Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.**
Man-Hours and Hourly Earnings, D.B.S., 72-003.

Table A-8
ECONOMIC INDICATORS — B.C. TRADE

	Unit	Latest Month	Amount	Latest Month Change 69/70 %	Amount	Year to Date Change 69/70 %
TRADE						
Exports through B.C. Ports	\$'000	September	196,000	+ 0.3	1,777,700	+ 11.4
Imports through B.C. Ports	\$'000	September	80,200	- 22.2	870,900	+ 2.4
Exports through Vancouver	'000 tons	September	2,035	+ 240.9	13,049	+ 38.7
Imports through Vancouver	'000 tons	September	410	- 17.3	5,775	- 24.6
Retail Sales	\$'000	September	258,387	+ 1.3	2,222,230	+ 2.0
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	September	141.06	+ 5.9		
Retail	\$ per week	September	102.20	+ 4.9		
EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	September	139.4	- 1.6		
Retail	Index	September	155.7	- 1.2		

Source: **Retail Trade, D.B.S., 63-005.**
Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	Federal Building, 27 Fifth Street	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Hope	308 Wallace Street	869-5722
Kamloops	345 Third Avenue	372-2515
Kelowna	336 Leon Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	P.O. Box 1798, Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs and STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver City College, 951 West 12th Avenue	736-7929
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Paterson	Via P.O. Box 639, Rossland	362-5940
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 492, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government Street	385-2467

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
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MANPOWER REVIEW

Pacific Region

January-February-March 1971

Government of Canada
Department of Manpower and Immigration

Vol. 3 No. 6

The Manpower Consultative Service

A PRODUCT OF OUR TIMES



Automation, technological and other industrial changes frequently make it necessary for Canadian workers to participate in difficult and far-reaching adjustment programs in order to fit themselves for new conditions of employment.

In such circumstances the Manpower Consultative Service of the Department of Manpower and Immigration is available to encourage and assist labour and management in the development of manpower adjustment programs.

The Manpower Consultative Service is based on the concept that government, labour and management must co-ordinate their efforts in applying both private and public measures to solve manpower adjustment problems.

An effective manpower adjustment program, planned well in advance, paves the way to a new working arrangement and ensures that the transition will be made with a minimum of discomfort for both employers and employees.

Department of Manpower and Immigration

PACIFIC MANPOWER REVIEW

JANUARY — FEBRUARY — MARCH 1971

Department of Manpower and Immigration
Manpower Information and Analysis Branch
Pacific Regional Office

Foreword

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Table 1
POPULATION, LABOUR FORCE, AND EMPLOYMENT
BRITISH COLUMBIA

	January 1971 (Estimates in Thousands)	February 1971	February 1970	Change February 70/71 %
POPULATION (14 and over)				
Men	780	783	749	+ 4.5
Women	788	790	760	+ 3.9
Total	1,568	1,573	1,509	+ 4.2
LABOUR FORCE				
Men	590	592	569	+ 4.0
Women	280	285	280	—
Total	870	877	849	+ 3.3
EMPLOYED				
Men	524	534	526	—
Women	264	267	266	—
Total	788	801	792	—
Non-Agriculture	770	782	770	+ 1.6
Agriculture	18	19	22	—
UNEMPLOYED				
Men	66	58	43	+ 34.9
Women	16	18	14	+ 28.6
Total	82	76	57	+ 33.3
	%	%	%	
UNEMPLOYMENT RATE	9.4	8.7	6.7	—
*PARTICIPATION RATE				
Men	75.6	75.6	76.0	—
Women	35.5	36.1	36.8	—
Total	55.5	55.8	56.3	—

*Labour Force as percentage of population 14 years of age and over.

Source: The Labour Force, D.B.S., 71-001.

THE LABOUR MARKET

There was a small but definite improvement in the employment picture in British Columbia in February 1970, the latest month for which labour market statistics are available. Fewer people were looking for work than in the previous month and both the actual and the seasonally-adjusted rates of unemployment were lower. The reduction in the seasonally-adjusted rate is particularly significant as there has now been a steady decline for eight successive months. However, despite the improvement in February and the encouraging underlying trend, the actual number of people unemployed during the month was 76,000. This is equivalent to 8.7 per cent of the labour force.

Employment and Unemployment

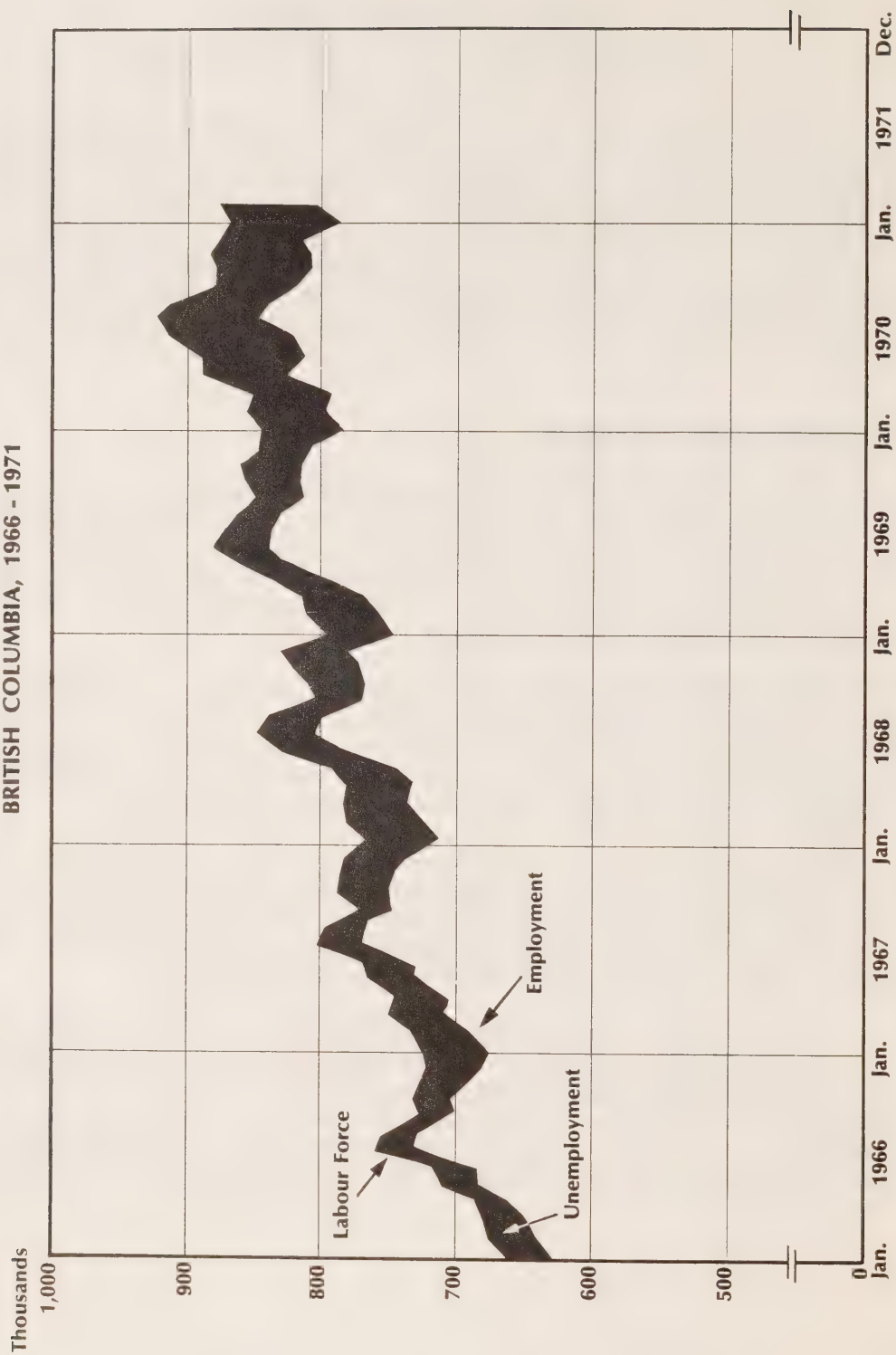
Employment in British Columbia increased in February by 13,000 (1.6 per cent) to 801,000. During the same month the labour force grew by only 7,000 (0.8 per cent) so there was a small reduction in the number of people without jobs and looking for work. The pick up in employment in February was the largest month-to-month gain since last July, when employment was recovering from the effect of labour disputes and experiencing its normal summer expansion.

There was a marked increase in the number of jobs in the goods-producing sector in February as construction activity improved and employment in manufacturing responded to better markets for wood products. Service employment was well ahead of the previous February but slipped back a little from January 1971. This decline was spread fairly evenly over most industries in the service producing sector.

The pattern of change in employment between January and February led to a more marked improvement in job opportunities for men than for women. As a result there was a significant reduction in the number of men looking for work in February and a small increase in unemployment among women. The rate of unemployment for women, however, remains somewhat lower than the rate for men.

The total number of people without jobs and looking for work in British Columbia fell from 82,000 in January to 76,000 in February. This latter figure was equivalent to 8.7 per cent of the labour force as compared with 9.4 per cent in the previous month. The reduction is somewhat larger than the usual decline from January, normally the province's worst month for unemployment. On a seasonally-adjusted basis the B.C. unemployment rate fell again, from 7.3 per cent in January to 7.0 per cent in February.

CHART 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA, 1966 - 1971

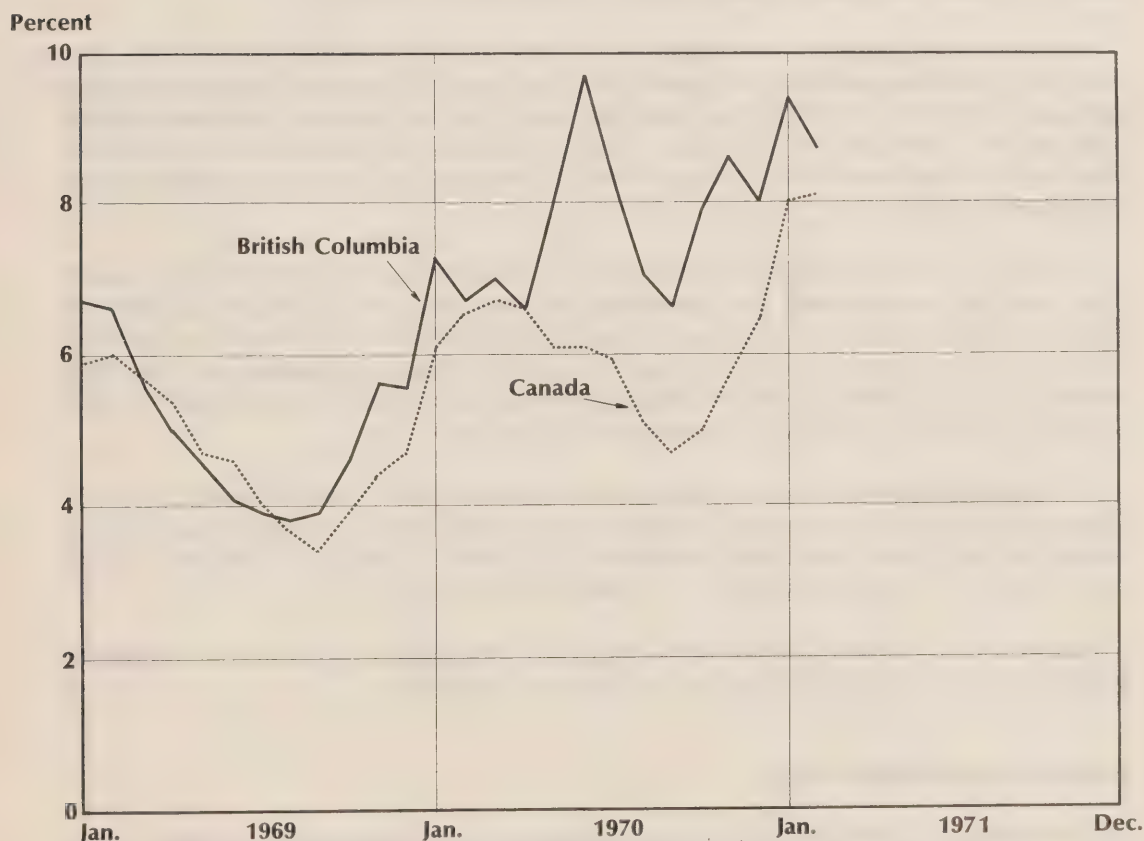


Source: The Labour Force, D.B.S., 71-001.

Two other regions, Ontario and the Prairies, also registered small declines in February in their seasonally-adjusted rates of unemployment. In the Atlantic and Quebec regions there were small increases. The overall effect of these changes was to leave the national rate virtually unchanged from January. This lack of any deterioration is encouraging as February is normally the month when the Canadian rate rises to its seasonal high.

Current unemployment rates across Canada are shown in Table 2 while a comparison of unemployment in British Columbia with the national average over the past two years appears in Charts 2 and 3. Chart 3 showing the seasonally-adjusted rates is of particular interest as it indicates the improvement in the underlying situation over

CHART 2
UNEMPLOYMENT RATES
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, D.B.S., 71-001.

the past few months. In British Columbia there has been an uninterrupted decline for the past eight months. The seasonally-adjusted rate has fallen from its peak of 9.9 per cent last June to 7.0 per cent in February. The downward trend for Canada is neither as long nor as steep but there has been a definite improvement since September.

Table 2
UNEMPLOYMENT RATES — CANADA AND REGIONS

	February 1971 %	January 1971 %	December 1970 %	February 1970 %
Canada	8.1	8.0	6.5	6.5
Atlantic	11.0	10.2	8.3	11.0
Quebec	10.4	10.0	8.4	8.7
Ontario	6.5	6.4	4.7	4.5
Prairies	5.8	6.4	5.3	5.3
Pacific	8.7	9.4	8.0	6.7

Source: *The Labour Force, D.B.S., 71001.*

Although employment increased more than the labour force in February, over the previous twelve months the labour force increased 3.3 per cent and employment advanced only 1.0 per cent. It has been the inability of the economy to create enough new jobs in recent months to provide work for all those joining the labour force rather than an actual decline in the number of jobs that has caused the heavy unemployment in British Columbia.

This has been particularly marked in the goods producing sector: in each month since last May employment was lower than in the corresponding month of 1969. In February employment in this sector totalled 259,000, exactly the same as in February 1970. By contrast, the service producing sector has shown a substantial year-over-year increase in each of the past twelve months. In February service employment totalled 543,000, up from 533,000 in the same month of 1970.

These employment trends in the last few months are a continuation of those in the past few years. For example, average employment in the four years since 1966 increased in the goods producing industries by 13,000 (5 per cent) and the service sector added 120,000 new jobs (an increase of 28 per cent).

As a result of these different rates of growth, employment in the service industries grew from 64 out of every 100 jobs in 1966 to 68 in 1970.

Population and Labour Force

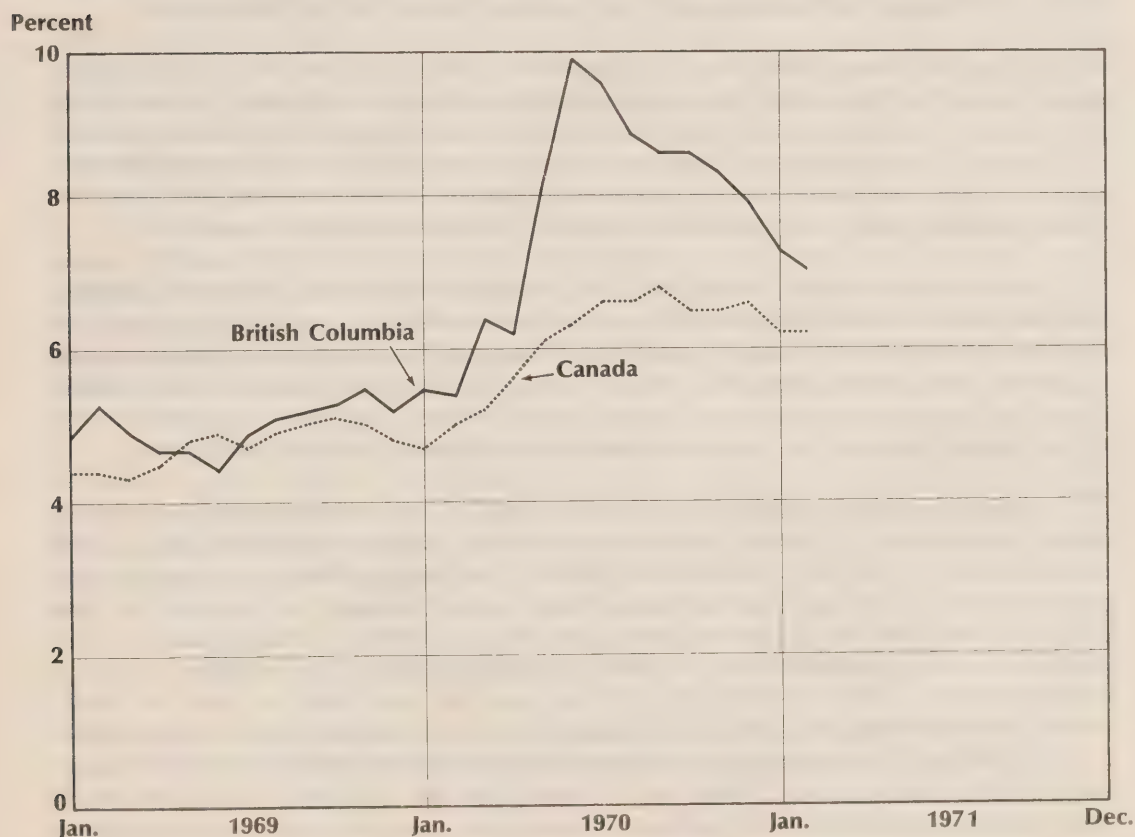
On January 1 British Columbia's population is estimated to have reached 2,178,000, a gain of almost 3 per cent in 1970. This represents a slightly slower rate of growth than in 1969 but it is still twice the national rate. Despite the slowing of total popula-

tion growth, the population of labour force age (defined for statistical purposes as 14 and over) grew somewhat faster in 1970 than in 1969. However the rate of growth of the labour force itself was sharply reduced in 1970, to 3.4 per cent from 6.7 per cent in 1969.

These conflicting trends complicate the assessment of the unemployment outlook for the balance of the year. Significantly lower unemployment in the province will require both an expansion of work opportunities and a continuation of the slower rate of labour force growth experienced in 1970.

Labour force growth is caused by young people entering the work force, by older people re-entering, and by workers arriving in the province from elsewhere. The available statistics do not permit a detailed analysis of these aspects of the increase in the work force from year to year. But there are various indications of what has been happening.

CHART 3
UNEMPLOYMENT RATES, SEASONALLY ADJUSTED
CANADA AND BRITISH COLUMBIA, 1969 - 1971



Source: The Labour Force, D.B.S., 71-001.

The reduction in the rate of growth of the labour force in 1970 mentioned above occurred for two reasons: participation fell (that is the proportion of those of working age actually in the labour force declined) and fewer people came to the province from elsewhere.

The decline in the participation rate is a fairly recent and probably temporary development. The overall rate, covering both men and women, has been increasing steadily. There has been little change in the rate for men, which has remained between 76 and 77 per cent. But the participation of women has been rising rapidly — in the past ten years from 26 to 37 per cent.

Although there is always some variation in participation during the course of a year (for example, rates are higher in the summer when students are in the labour force), female participation showed a steady year-over-year gain each month until the middle of last year. But in five of the six months since last August the female participation rate was below the corresponding month of the previous year. This indicates that when unable to find a job women have tended to withdraw from the labour force. In the same six months male participation was about the same as a year earlier. There has also been a sharp fall in the labour force participation of the youngest age group, those from 14 to 19. Thus the lower participation noted above has been caused primarily by women and young people not entering or leaving the labour force.

The second reason why labour force growth was reduced in 1970 is that fewer people appear to have come to the province. People come to British Columbia from other countries and from other provinces. Immigration statistics indicate no substantial change in the number of Canadian immigrants intending to settle in British Columbia in 1968, 1969, and 1970 — between 10,000 and 11,000 workers each year and some 11,000 dependents and relatives not destined for the labour force.

Of those moving from other provinces, statistical records are limited to families receiving family allowance cheques. Substantial numbers of such families move in and out of British Columbia every year but throughout the 'sixties the province gained population from this two-way movement. In each of the years 1969 and 1970 British Columbia received a net inflow of slightly over 4,000 families. This suggests that the labour force gain from this source was unchanged between the two years.

The movement of other people to the province cannot be accurately determined except when there is a census. These others would include retired people, married couples without children or with older children, and single men and women. This component of B.C. population and labour force growth appears in the past to have varied up and down from year to year quite abruptly. And there are indications that many fewer such people moved to British Columbia in 1970 than in 1969.

In addition there are indications that migration from other countries will be down in 1971 and that there is already a perceptible slowing in the number of family allowance families moving to B.C. One would expect anyway that labour force growth in 1971 would be moderate as migration to the province has in the past been quite sensitive to high unemployment in British Columbia. The flow of people to the province

should also be lessened by the expected improvement in economic conditions elsewhere, particularly on the Prairies.

Client Registrations and Vacancies

Statistics from Canada Manpower Centres serve as additional indicators of trends in the labour market. They are of particular interest as they represent the only detailed current data showing occupational trends. Registrations of clients without work provide insight into unemployment by occupational group while vacancies registered with CMCs give an indication of the trend of demand for labour by occupational group.

An important change has recently occurred in the statistics of registered vacancies. These are no longer reported separately for men and women because several provinces now have or soon will have legislation prohibiting discrimination in employment because of a worker's sex except where there is a genuine occupational requirement for one sex. As a result Chart A-2 shows only total vacancies for men and women combined. However Chart A-1 covering CMC clients continues to report separate figures for men and women.

The latest CMC statistics are for February 1971. In that month total client registrations numbered 66,137 (44,461 men and 21,676 women). This total is just a shade higher than in the previous month and some 3 per cent above February 1970. Registrations by individual CMC are reported on Table A-1. As client registrations usually reach a maximum during January or February, they can be expected to decrease in the next few months.

Vacancies registered increased 12 per cent in February to reach 2,336 after following a generally declining trend since last August. In February 1970 a total of 3,367 vacancies were registered with CMCs in Pacific Region. Heavy unemployment and slack employment opportunities are reflected in the high ratio of registered clients to vacancies. The ratio was 29 to 1 in February, an improvement over the previous three months, but considerably worse than 19 to 1 in February 1970.

Although male registrations outnumber female by two to one, they increased somewhat more slowly in the twelve months to February 1971 than female registrations. And in the month of February itself, male registrations dropped some 2 per cent while female registrations increased 6 per cent. As explained above, change in the number of vacancies by sex is no longer available.

The distribution of client registrations among the major occupational groups in February followed the normal pattern. Women were heavily concentrated in clerical-sales and services while men are more widely spread with the main concentration in the structural work and miscellaneous occupational group. The numbers and percentage distribution by occupational group for each sex are shown in Chart A-1.

The number of women in clerical-sales and services accounted for 82 per cent of all female registrations. The actual number registered in February 1971 was 11,398 in clerical-sales and 6,434 in services. Both categories were about 16 per cent higher than twelve months earlier. A rather larger increase in registrations over the twelve months occurred in the professional, technical, and managerial occupational group. This group includes nurses and school teachers, occupations which are now showing surpluses. The number of women registered in the remaining occupational groups is relatively small and, with the exception of packaging occupations where registrations increased considerably in February, registrations are little changed from January 1971.

The failure of employment to show significant growth since last April has not been reflected in a large increase in male registrations since February 1970. The largest number of men are registered in the structural work group which accounts for 30 per cent of the total. Despite the slowdown in construction over the past year, the increase in registrations since February 1970 in this group has not been as large as the increase in other groups. The sharpest increases, almost 30 per cent, have occurred in the services and machine trades groups, both of which have about 4,000 registrations. The latter group is affected by the depressed level of output of the durable manufacturing industries, primarily lumber and plywood, as well as by reduced construction activity.

Male registrations in the professional, technical, and managerial group, 24 per cent ahead of February 1970, showed a significant drop between January 1971 and the following month. The recent heavy concentration of these registrants in the architectural and engineering categories has been somewhat reduced. Bench work, not a large category, showed in the smallest twelve-month increases and quite a sharp reduction from January to February 1971. The miscellaneous occupational group, the second largest male group, had 9,642 registrations in February 1971, little changed from the previous month or from February 1970. This group covers many different industries and contains a wide variety of occupations, the largest of which are truck drivers, materials handling occupations (moving, storing, and packaging), and forestry. Although the total has not changed much, there have been changes in the composition and the current registrations appear to include more members of skilled and semi-skilled occupations than a year earlier.

DISTRICT DEVELOPMENTS

Metro Vancouver District

During the first quarter of 1971 the economy of Metro Vancouver District showed signs of being in a transition phase. A low level of employment was carried over from late 1970 when production cuts, especially in the wood products industry, led to lay-offs or temporary closures of several major plants. This situation was aggravated in January with employment weakness spreading to other sectors. Retail trade was affected by the prolonged transit strike which continued the post-Christmas slowdown into February and resulted in lay-offs at several downtown stores.

Towards the end of the quarter signs of recovery in the economy began to appear. This movement was led by construction activity, with housing starts and public works projects opening up substantial employment opportunities. Plywood demand increased in response to this activity and recalls restored employment levels to or slightly above those near the end of 1970. But, at the same time, a deterioration of employment in service occupations became evident. However, the hospitality industry should be given a boost from tourist activity starting in April and continuing throughout the summer, and increased labour income generated in construction projects should provide a base for increasing trade and personal services employment late in the year.

The labour force growth that is expected over the next few months, when added to the present high unemployment levels, indicates the high rate of job expansion that is required to substantially reduce unemployment rates. But most indicators still point to late 1971 for an across-the-board recovery in the District; and until that time job opportunities for new entrants to the labour force are expected to remain very limited.

With expansion policies now bearing fruit through the start of various construction projects in Metro Vancouver, construction employment should show substantial increases over the levels of late 1970. However, a further build up of project starts over several months to provide a good level of work on hand will be needed before the high employment levels of 1969 are approached.

Most developments in the District are still of a residential or commercial nature. Only a very limited number of industrial projects are being planned at this time; one project at the working drawing stage is an \$8 million brewery proposed for Richmond. This lack of industrial development raises concern over the narrowing of industrial job opportunities in the District.

Of the \$37 million loan allocated to British Columbia by the federal government for municipal public works, about one half will be spent in the Metro Vancouver District. Numerous school extensions and renovation projects funded by this loan have recently got under way or are in the final stages of planning. Other major projects include the \$2 million Burnaby extended care hospital unit, the \$2.4 million hospital extension in New Westminster, and a \$2.7 million extended care unit for the Van-

couver General Hospital. In addition, several office buildings in downtown Vancouver are being cleared for an early start. The \$25 million Tower 3 for the Bentall Centre is expected to start in April with completion expected in early 1973. This project should provide employment for about 200 workers. Several major apartment projects and a few large office blocks have been announced recently in the Burnaby area. A considerable number of community facilities are being planned to serve the residential areas in Surrey and Richmond and a \$5 million shopping centre in Surrey is expected to have construction commenced in the near future.

Other encouraging signs of growth are appearing in certain areas of the business services sector. After rapid employment growth between 1968 and early 1970, there was a pause in this sector. But employment opportunities are now expected to increase again, although initially at a slower rate, as increasing use is made of Vancouver-based consulting groups for development work in northern areas of the province and of Canada and in other parts of the world, especially Pacific Rim countries.

With employment growth occurring from February onwards, vacancies handled by the Canada Manpower Centres increased over last year. There have generally been no difficulties in finding suitable qualified and skilled persons as the count of clients registered still indicates surpluses in most occupations. Employers continue to operate in a buyer's market and to state requirements at high skill and experience levels. In addition, few apprenticeship or helper positions are opening up in the local economy. Shortages are confined to the relatively unattractive and low paying occupations such as housekeepers and cosmetologists.

Opportunities have increased in recent months for professional and technical persons. The B.C. government is hiring again, replacing employees who left over the past eighteen months, and development work has opened jobs for engineers in particular. However, requirements also remain stringent in this area and in most cases specific and extensive experience is required. Opportunities for 1971 university graduates appear limited against this background.

Vancouver Island District

The overall level of employment throughout the District continues to represent a generally slack economic picture. But there is evidence to suggest that, on a seasonal basis at least, unemployment has not been as severe as may have been expected. During the period December 1970 to February 1971 the Canada Manpower Centres throughout the District made 2,682 placements as compared with 2,324 during the same period twelve months earlier, an increase of 15 per cent.

The construction industry throughout the District is showing higher levels of activity and employment although all CMCs continue to show heavy surpluses in all construction occupations. In the District government and other public works make up perhaps 70 per cent of the construction activity currently under way. Apart from the Island Copper project at Port Hardy, there is little construction under way which will create new plant facilities or modernize and expand existing facilities by private firms.

An exception to this general picture can be noted in the Victoria area where some \$3 million has been committed for the building of apartment complexes. If the experience of the first quarter is any guide, 1971 should be a substantially better year than 1970 in terms of construction employment.

Construction continues at the Island Copper site at Port Hardy with some 450 men preparing the mine and the mill for the start of operations later this year. Active recruiting started in late March for truck drivers, shovel operators, drillers, dozer operators, heavy duty mechanics, repairmen, mechanics helpers, and some welders. As of this date, some 500 applications for these positions are on file with the CMC in Campbell River and its branch office at Port Hardy.

The forest industry in its various components continues to show signs of improvement. The seasonal shutdown of the coast logging camps was somewhat longer than usual as heavy snowfalls delayed the return to work. With log inventories low at District mills, logging activity will be sustained at a high level. Demand for newsprint is somewhat weaker than normal but the demand for pulp remains firm. Lumber and plywood, which have suffered the most as a result of decreased markets, are showing signs of strength, particularly as housing starts continue to pick up. The trend towards easier monetary conditions in this country and the United States coupled with a general reduction in the structure of interest rates will do much to ensure good levels of lumber production throughout the remainder of this year. Under these circumstances, prospects for employment are substantially brighter than at this time last year.

Employment growth in the retail trade sector does not appear to have made any substantial and consistent gain during the first quarter of the year. But there are isolated instances of new shopping facilities being opened - in Victoria the new University Heights shopping centre is expected to employ up to 112 people on a full-time basis and a further 32 part-time and in Port Alberni a new complex will open at the end of March. At the present time all CMCs are showing a heavy surplus of clients in the clerical and sales fields, particularly female clients looking for part-time employment. Little improvement is forecast for the District in the immediate future but with the anticipated increase in tourism in this Centennial year, it is to be hoped that a considerable number of these clients will be absorbed into seasonal employment.

The service sector appears to have been very quiet throughout the entire District. Hotels and motels report room bookings and restaurant activity at about seasonal averages for this time of year.

There have been some vacancies reported to CMCs as a result of activities of various federal departments - National Revenue has hired a number of casual workers to assist in the annual processing of income tax returns, and the Department of Transport has hired a number of temporary personnel to assist in preparation of the vessels for sea during the spring and remainder of the year.

As of March 1, Vancouver Island District was reporting the following occupational shortages (i.e. known vacancies which have been unfilled for thirty consecutive days): heavy duty mechanics at Port Alberni, Campbell River and Powell River, refrigeration

mechanic, dental ceramist, dental technician, and denture set-up man in Victoria; map draftsman and a forester and social worker for the regional college faculty in Nanaimo; instrument mechanic, electricians, and pipefitters in Campbell River; housekeeper in Courtenay; and radio and TV time salesman, nurse aide, and orderly in Powell River.

Okanagan-Kootenay District

Employment activity was very slow during January as abnormally cold weather interrupted work on several major construction projects and heavy snowfall in the Kootenays further curtailed logging. However, a mild improvement occurred during February and March spearheaded by gains in the wood manufacturing and construction sectors.

The number of vacancies placed by employers with Canada Manpower Centres in the Okanagan-Kootenay District during January and February 1971 exceeded the totals for these two months in 1969 and 1970 by about 10 per cent even though January activity was down in the current year compared to 1970. It appears that the impact of the economic slowdown has been less pronounced in this District than in the remainder of the Region.

Employment gains during the quarter occurred largely in lumber manufacturing, as several operations added another shift following the pickup in lumber prices towards the end of January, and in mobile home-trailer manufacturing. But these gains were offset by a decline in trade employment, partly because depressed prices and slow sales of tree fruits have sharply curtailed expenditures by growers in the Okanagan who are now very short of cash.

A gradual rise in the wood manufacturing work force occurred during the early months of 1971 reversing the downturn which commenced in November 1970. Crown Zellerbach took on 90 employees for their new plywood-veneer plant at Armstrong which commenced production in March. Hiring by sawmills was largely confined to recalls of regular employees and loggers on temporary layoffs. A shortage of railway cars in the East Kootenays developed during March which, if continued, could force some mills to temporarily suspend production. If the market for lumber remains firm a further substantial buildup in the labour force is expected to occur during the second quarter. New or renovated plants will create over 300 jobs by the end of June and almost 200 more workers will be taken on to supplement present crews at other mills.

Despite the substantial increase in lumber output during the first quarter, the increase in logging employment was minimal as many converting plants did not wish to increase their already large log inventories. In addition, unusually heavy snow curtailed logging in the Kootenays. Slack employment conditions for loggers are expected to persist in most areas until the end of the spring breakup. However, a substantial increase of approximately 700 in the work force can be expected by June; this increase would include over 400 new jobs.

Severe cold and heavy snowfalls interrupted construction during January but all crews were back on the job by the end of March. During February and March a fur-

ther buildup of construction crews occurred, primarily at the larger projects. The work force on projects involving outlays in excess of \$500,000 was estimated at approximately 5,000 at the end of March compared to about 4,000 two months earlier.

Between April and June it is estimated that an additional 3,500 will be hired for these projects and new ones commencing in this period. Major mining developments in the Kamloops, Cranbrook and Penticton areas alone will require about 1,200 more workers and the Kamloops pulpmill expansion and Mica Dam Hydro development will absorb another 1,300 men by June 30. An upsurge in residential construction is also expected to occur during the spring and summer, especially in the East Kootenay, Kamloops and Okanagan areas. This should expand employment opportunities for non-union carpenters and tradesmen.

The level of mining employment in the second quarter remained on a par with the previous quarter. Greyhound Mines at Greenwood laid off their entire crew of 90 men early in January for an indefinite period pending an improvement in copper prices but this reduction was offset by new hirings for the Kaiser operation at Sparwood and for the Lornex open-pit copper mine in the Kamloops area. Red Mountain Mines at Rossland also laid off 45 employees in January but all were rehired in February following completion of road construction to a new pit. An estimated 200 additional mine employees will be hired in the Cranbrook and Kamloops areas during the next quarter. However, the closure of several small mines in the Nelson and Trail areas will largely offset these gains.

The work force at Cominco's smelter at Trail declined slightly during the period as the company terminated all hiring in January. The deteriorating market for lead, zinc and fertilizer and the phasing-in of the new zinc roaster plant were mainly responsible for the cessation of recruiting at that time. This policy is expected to continue at least until late summer. Cominco also announced that it plans a one-month holiday closure of the Sullivan mine in Kimberley and the smelter at Trail. This July shutdown will sharply reduce the usually substantial number of students who find summer employment at these plants.

Manufacturing employment, exclusive of the forest industry, presented a divergent pattern during the first quarter of 1971. Depressed domestic markets and slow export sales for tree fruits have forced packing houses and canneries to cut back on staff. No early improvement is looked for. However, mobile home-trailer manufacturing plants recalled some employees during the period and are expected to hire more workers during the next quarter. Trailer demand should rise appreciably as credit restrictions are eased and construction activity accelerates. The new Hiram Walker Distillery near Kelowna will initially provide 200 new jobs in the Central Okanagan. The plant should be in production by June, possibly earlier.

The normal seasonal slowdown in the service-producing industries kept employment in these sectors at a low level during the quarter. Hiring in most sectors was on a par with the same period during the two previous years. However, declines from 1970 occurred in the trade sector, largely in the Okanagan, and in public administration at Vernon.

The usual pickup in tourism between April and June should increase employment in catering and hospitality occupations during this period. Seven large conventions are booked for Penticton alone in May and June for a total of 6,200 delegate days. As it is estimated that each delegate spends an average of \$35 per day, over \$200,000 will be channelled into the local economy, which should stimulate lagging retail trade.

The increased activity forecast for construction and the forest industries during the second quarter should provide further impetus to employment in the trade sector and also increase hiring in transportation, communication, finance, insurance and business services. The improved cash position of Prairie residents is expected to stimulate real estate sales during the current year, particularly in the Okanagan.

More clients were registered for employment at the end of January in 1971 than in 1970, mainly because the past winter was much more severe than the previous winter. By the end of February the numbers of clients had dropped slightly below the 1970 level. However, surpluses were still heavy in clerical, catering, hospitality, forest, and construction occupations.

As in past years registered vacancies were at a low level in January and February. Demand for construction and sawmill tradesmen started to pick up towards the end of January but the available supply of workers was more than adequate to meet increasing requirements. However, a temporary shortage of union carpenters developed at Kamloops which necessitated importing workers from Okanagan locals.

Persistent shortages continued to be heavy at Fernie for electricians, underground coalminers, and mine machinery and engineering equipment mechanics. Other hard to fill vacancies in the District with two or more openings on March 1 included accountants, medical records librarians, insurance salesmen, T.V. repairmen, housekeepers, hairdressers, and cosmetologists.

The influx of university students to the labour market in May will temporarily swell the number of workers available for employment. The summer job situation will be difficult in the Kootenays with the change in hiring policy by Cominco, normally a major employer of male students. Girls will as usual find seasonal employment as waitresses, maids, and in other occupations in the hospitality industry.

Shortages of union construction tradesmen can be expected to develop by June at Kamloops and Cranbrook and possibly in the Penticton area. Experienced sawmill millwrights, saw filers, and sawyers could also be in short supply by early summer.

North-Central District

Although there is still considerable slack in the District's labour markets, preliminary indications of improved conditions are now appearing. Labour demand through the CMCs increased steadily for most of the period under review and the number of

clients registered for employment actually declined slightly, which is unusual for this time of year. However, in view of the relatively high unemployment levels which have persisted for most of the winter, this downtrend in the number of unemployed job applicants can only be interpreted as a shift toward more normal levels of winter unemployment and does not yet represent any substantial tightening of the labour market. At the end of February there were 28 clients available for every job vacancy listed with the CMCs.

The improved demand for labour during the first two months of 1971 was spread unequally across the main industries. In fact, the month-over-month increase was concentrated almost entirely in forestry and construction and, to a lesser extent, in finance, insurance and real estate. All other industries showed little or no change. However, comparing data for the first two months of this year with the same period of 1970, the picture is somewhat different. So far, demand for construction labour has indeed been running considerably ahead of 1970, with smaller year-over-year increases in public administration and in finance, insurance and real estate. But forestry, manufacturing and the group of industries classified as transportation, communications and utilities all continue to show substantially reduced levels of hiring activity relative to last year. The remaining sectors all show somewhat lighter reductions.

The revival of lumber prices was the major economic event of the quarter. Sawmilling throughout the District entered 1971 with quite severely curtailed employment levels following the sharp deterioration in lumber prices during the fourth quarter of last year. The price of softwood lumber had been quite depressed through most of 1970 but despite this, total sawmill production in the northern and central parts of the Interior had shown a rather steady uptrend for most of the year and by the start of the fourth quarter, output was running very close to the peak levels of early 1969. However, by the end of 1970, new wage contracts coupled with further declines in lumber prices had placed excessive strain on operating margins and by January 1971 staff layoffs had become quite extensive. On top of this, approximately 80 jobs were lost as a result of two sawmill fires. Through this first quarter of 1971, however, employment in the industry has increased by an estimated 900 jobs and by now, most establishments have returned to capacity operation.

With the lumber market starting to show signs of stabilizing, continued strength in employment conditions is looked for during the next quarter. Labour turnover can be expected to rise somewhat, thereby creating greater flows of replacement hirings and this, coupled with new productivity capacity coming into production through the year, can be expected to create some shortages of skilled labour in the industry.

Of new sawmill capacity coming into production this year, Tretheway Wells Timber will be building a 50 Mfbm per year sawmill employing 80-100 men at Williams Lake; West Fraser Timber will be replacing existing facilities with an entirely new plant; and Lignum's Ltd. will be expanding capacity from 55,000 to 74,000 Mfbm per year. In other areas, Plateau Mill's new 75,000 Mfbm sawmill near Vanderhoof is expected to be in production by mid-summer and the British Columbia Forest Products stud mill at MacKenzie should commence operations before year end. At the time of

writing Bulkley Valley Forest Industries at Houston had not yet added their final shift, although this is reported to be imminent.

The upturn in sawmill production created stronger demand for logging occupations during the quarter, particularly in the Cariboo where the rush to replenish log inventories prior to breakup created quite severe shortages of fallers and skidder operators. On the negative side, layoffs involving about 80 men occurred in eight logging contractors supplying roundwood to two of the pulp mills in Prince George. The reasons for this were excessive wood inventories at the mills and the stated policy of the pulp and paper industry to purchase chips from local mills.

Timber billings in the Prince George Forest District during the first two months of the year have been running at approximately double the rate for the same period last year. This reflects both the upturn in demand for logs and the strong growth of logging productivity in the area, which has grown at a faster rate than the average for the industry in the Interior. In outlook, the apparent strength of lumber markets should provide a good stimulus to logging activity after the normal spring lull, although gains in total employment will be held back by the above mentioned productivity improvements.

The strong surge of demand for construction labour during the review period, mentioned in the second paragraph of this section, occurred almost exclusively in the North Peace area. Hirings of workers for the P.G.E. extension to Fort Nelson intensified during the quarter, while pipeline construction progressed according to revised plans for completion by the end of March. These two projects, together with construction of the gas dehydration plant at Beaver River accounted for most of the demand. However, despite this high level of construction activity in the North Peace, inflows of tradesmen from other parts of the province and from the prairies have swelled the available labour supply and, with completion of the pipeline project, rather higher levels of unemployment can be expected in both the North and South Peace areas. However, this condition should be alleviated as the construction season starts to move into higher gear. In other parts of the District activity in this sector has been relatively slow to date, although a rather strong upturn is forecast for the next quarter and for the balance of the year. Residential construction at MacKenzie alone is expected to produce starts on at least 450 new dwelling units this year which, together with construction of B.C. Forest Products pulp and wood products facilities, will make that centre the main focus of activity in the District this summer. Pulp mill construction at Quesnel and mine construction at McLeese Lake and Babine Lake will provide the other major stimulants to construction activity.

In trade and service, all areas except the Peace River experienced a greater-than-normal slowdown in hiring activity during the quarter. Strong demands for hotel and motel workers in the Peace River areas and gains in retail sales, both produced by the passage of construction and oilfield workers through the area, constituted the major causes of this localized improvement. The outlook for trade and services is for a steady upturn as income levels in the District revive. However, the impact on the labour market may be delayed for some time as many establishments are currently operating at

considerably reduced levels of employment and extensive surpluses of service industry workers are prevalent throughout the District.

In summary, the overall outlook for the District is optimistic in terms of employment growth. Construction and the sawmilling industry should lead the way toward recovery, followed by gains in the support industries. However, although this upturn should make some inroads into the number of unemployed, it is unlikely that it will be sufficient to absorb all the productive resources of the District. The entry of students into the labour market in May and June will swell the number of job applicants. On top of this, recent wage settlements in several of the District's major industries have made employers very selective in their hiring policies. Consequently, job prospects for students and unskilled workers are expected to remain bleak.

CMC Whitehorse

At the beginning of the period under review, employment levels in the Territory remained considerably ahead of the previous year. With new jobs in mining development and exploration providing the major stimulus through 1970, the employment index for the Yukon showed a substantial year-over-year gain from 136.0 in November 1969 to 155.2 in November 1970. Projecting the normal seasonal pattern, it can be safely assumed that the Territory entered the first quarter of 1971 with the employment index running no lower than 150.0. This compares very favourably with the level of 132.1 registered at the end of December 1969 and represents a gain of slightly less than 500 new jobs during the year.

While the above picture suggests considerable underlying strength, the persistence of relatively high unemployment rates in British Columbia has continued to affect local labour market conditions in the Yukon, thereby reinforcing the impact of normal seasonal employment declines which always occur during the first quarter. The low probability of finding work in the south has increased employee job tenacity in the Whitehorse CMC area and turnover rates have been abnormally low. Job opportunities were quite limited during the first quarter as the normal flurry of hirings to replace workers who leave the Yukon at Christmas did not occur this year as many fewer departed.

Reflecting this departure from normal, job vacancies notified to the CMC decreased markedly from last year. In January and February 219 vacancies were notified at the CMC in 1970 but in the same two months of this year only 115 were received.

Coupled with this downturn in labour demand, there has been a sharp increase in the availability of labour. The average number of unemployed clients on file during January and February was only slightly under 700, an abnormally large supply of unemployed labour in the area. The occupational group reporting by far the heaviest labour surplus at the end of February was excavating, grading and drainage, which accounted for over a third of the total. Other important but much smaller surpluses existed for truck drivers, motor vehicle repair occupations, carpenters and cooks.

In outlook, it is to be expected that employment will follow a normal seasonal pattern during the next quarter, to reach a peak shortly after mid-summer. However, since unemployment in British Columbia is not expected to achieve more normal levels at least until the fall, unusually heavy flows of transient labour are likely to materialize in the Territory and this, coupled with a continuation of low turnover rates will likely maintain replacement hirings at a relatively low level. In general terms, good employment growth, slightly below last year's strong performance, can be expected for the balance of 1971 although unemployment may remain somewhat above acceptable limits.

WOMEN IN THE LABOUR FORCE

II A Review of the Available Statistics

The previous issue of the Pacific Manpower Review contained a general discussion of some of the principal aspects of women's employment. Apart from broad references to the increase in the number of women at work in Canada, the article deliberately avoided statistics. The objective of this second article is to present a primarily statistical picture of women in the labour force. Developments during the post-war period and particularly in the decade of the sixties will be described with the emphasis on British Columbia.

The number of women in the labour force in the province depends upon the number of working age (defined for statistical purposes as 14 and over) and their participation rate (the percentage of those of working age actually in the labour force). The population of working age in British Columbia is now almost equally balanced between men and women. Historically this was not the case and even as late as 1949, the earliest year for which detailed annual labour force statistics are available, there was a definite preponderance of men. But since then the rate of population growth has been consistently faster for women than for men. The two sexes were equally balanced by 1962 and in 1970 there were 771,000 women of 14 and over in the B.C. population to 762,000 men (50.3 to 49.7 percent). This is probably a reflection of the high proportion of retired people in the province and the greater longevity of women.

More significant than the total population of working age is the number in the labour force and its rate of growth. Here the contrast between men and women in British Columbia is striking. Over the period from 1949 to 1970, while the male labour force less than doubled the female labour force tripled. As a result the proportion of women in the labour force increased from 2 out of 10 to 3 out of 10. During the fifties the female labour force grew at an average rate of 3.6 per cent per year, twice the male rate. But in the sixties the female rate shot up to an average of 7.0 per cent, three times the male rate. These very different rates of growth resulted in a change from 96,000 women and 342,000 men in a total labour force of 437,000 in 1949 to 286,000 women and 592,000 men out of 878,000 in 1970.

These very large variations in the composition of the labour force can most conveniently be summarized as changes in participation rates. The long-term trend in British Columbia has been a moderate increase in the overall participation rate from 53 per cent in 1949 to 57 per cent in 1970. But this overall trend masks a small decline followed by a slight rise for men and an almost unbroken and accelerating rise for women. While male participation fell over the twenty years from 81 to 78 per cent, female participation bounded from 24 to 37 per cent.

Table 3
B.C. LABOUR FORCE, 1949-1970

	1949	1959	1969	1970
Labour Force				
Male	342,000	420,000	556,000	592,000
Female	96,000	137,000	270,000	286,000
Total	438,000	557,000	836,000	878,000
Distribution (%)				
Male	78.2	75.5	67.7	67.4
Female	21.8	24.5	32.3	32.6
Total	100.0	100.0	100.0	100.0
Participation Rate (%)				
Male	80.7	77.1	77.2	77.7
Female	24.0	25.8	36.4	37.1
Total	53.0	51.7	56.7	57.3
	1949 -59	1959 -60	1969 -70	
Average Annual Increase (%)				
Male	1.9	2.7	4.6	
Female	3.6	7.0	5.9	
Total	2.4	4.2	5.0	

This B.C. female participation rate is slightly above the Canadian average of 36 per cent. Only Ontario at 38 per cent is higher than British Columbia and in the other three regions the rates fall from 37 per cent on the Prairies to 33 per cent in Quebec and 29 per cent in the Maritimes.

The B.C. female participation rate of 37 per cent in 1970 was exactly the same as the U.S. average in 1960, when the Canadian figure was only 28 per cent. The participation of women in the U.S. labour force has risen since 1960 to 40 per cent and a further slight rise to 42 per cent in 1980 is projected by the Bureau of Labour Statistics. These U.S. averages, which are substantially exceeded in individual states, suggest there is still considerable scope for increases in female participation in British Columbia. A projection by the Economic Council suggested a Canadian rate of 40 per cent by 1980.

Present projections suggest Canadian and U.S. female participation rates levelling off in the low 40's. This means 4 out of every 10 women and girls over 14 would be in the labour force. As participation in the youngest and the retired age groups is relatively low, this implies 6 or even 7 out of every 10 women in some age groups in the labour force.

Information about the distribution of women in the labour force by marital status is available only at the Canada level. But undoubtedly the B.C. distribution would be similar. In 1969, single women made up 26 per cent of the population 14 and over and 36 per cent of them were in the labour force. The percentages for married women were 63 and 56 and for other women (those widowed, divorced, or separated) 11 and 9. This means that the participation rates ranged from 49 per cent for single women to 31 per cent for married women and 27 per cent for other women. As compared with ten years earlier, the participation of single and other women increased only slightly but the participation rate of married women came close to doubling.

The detailed distribution of the labour force by industry and by occupation is known only when a full census is taken. Consequently the latest statistics for British Columbia are for the year 1961 but for Canada figures by broad categories are available for 1969. These show that, compared to men, women are far more concentrated as to the industry and occupations in which they work.

Table 4
DISTRIBUTION OF EMPLOYMENT BY SEX
CANADA, 1969

	Total '000	Men '000	%	Women '000	%	Percent of Total Female
A. By Industry						
Manufacturing	1,819	1,409	26.7	410	16.3	22.5
Transportation, communication and other utilities	693	583	11.0	110	4.4	15.9
Trade	1,292	845	16.0	447	17.8	34.6
Finance, insurance, and real estate	350	179	3.4	172	6.8	49.1
Community, business and personal service	1,918	774	14.7	1,144	45.6	59.6
Public administration	474	353	6.7	121	4.8	25.5
Other	1,234	1,129	21.4	104	4.1	8.4
All industries	7,780	5,272	100.0	2,508	100.0	32.2
B. By Occupational Group						
Managerial	748	657	12.4	91	3.6	12.2
Professional and technical	1,038	602	11.4	436	17.4	42.0
Clerical	1,152	348	6.6	804	32.0	69.8
Sales	530	325	6.2	205	8.2	38.7
Service and recreation	937	376	7.1	560	22.3	59.8
Communication	63	30	0.6	33	1.3	52.4
Craft, production and related workers	1,981	1,700	32.3	281	11.2	14.2
Labourers and unskilled workers	318	297	5.6	21	0.8	6.6
Other	1,013	937	17.7	77	3.1	7.6
All occupations	7,780	5,272	100.0	2,508	100.0	32.2

Women are chiefly employed in the service sector of the economy and in white-collar occupations. More women are employed in clerical occupations than in any others. Service and recreation ranked second followed by professional and technical occupations. More than two-thirds of all women workers were employed in these three groups.

In the clerical, service, and recreation occupations women outnumbered men but were less than half of those employed in professional and technical occupations. Although only 1.7 per cent of all women workers were in communications they made up slightly more than half the workers in the industry. In management women were poorly represented - only 4 per cent of all women workers were in managerial positions and they occupied no more than 12 per cent of the positions.

This is the general occupational picture. But within these broad groups, there are considerable variations. Some occupations are almost entirely filled by women while others, many more of them, are almost entirely filled by men. This generally long-standing segregation by sex has led to some occupations and professions being commonly referred to as traditionally female or traditionally male. In Canada such female occupations include secretary, stenographer, typist, telephone operator, housekeeper, domestic, waitress, and hairdresser. Traditionally female professions include elementary school teacher, nurse, dietician, and home economist and, perhaps, librarian and social worker.

The three tables that follow are based upon the results of the 1961 census. Although the figures will now be very much out of date as the female labour force in British Columbia has grown 40 per cent since then, the general picture they present will not be significantly changed.

Table 5 emphasizes the concentration of women in a relatively few occupations. The 1961 census gives employment statistics for some 335 different occupations. The only occupation which has no men employed in it is milliner. By contrast, there are no women in about 75 of the census occupations, mostly in primary industry and the trades. More than half the women in the labour force are employed in just six occupations whereas it requires about thirty male occupations to account for half the men in the labour force.

Table 5
COMPARISON OF CONCENTRATION OF MALE AND FEMALE EMPLOYMENT
BRITISH COLUMBIA, 1961

	Women		Men	
	Number Employed	Percent	Number Employed	Percent
First 5 Occupations	61,661	15.1	69,957	46.2
" 10 "	110,508	27.0	101,585	67.2
" 15 "	143,698	35.1	114,171	75.4
" 20 "	171,388	41.9	124,550	82.3
All Occupations	409,280	100.0	151,181	100.0

The table above is based upon the detailed female occupations reported in Table 6. The cumulative percentages are, of course, influenced by the occupational definitions adopted. The largest female occupation shown in the table is stenographer, typist, clerk-typist. If this was treated as three occupations, the table would look somewhat different. But there are few other occupations, either female or male, where a definition change would have a large effect on the appearance of the table.

Table 6
TWENTY LARGEST FEMALE OCCUPATIONS
BRITISH COLUMBIA, 1961

	Number Employed	Percent Female	Occupation as Percent of Female Employment
* 1. Steno, typist, clerk typist	19,523	97.0	12.9
2. Clerical n.e.s.	14,842	57.8	9.8
3. Sales clerk	14,559	61.2	9.6
* 4. Bookkeeper and cashier	11,318	65.6	7.5
* 5. Maids and related	9,715	85.0	6.4
* 6. Nurse (graduate and student)	8,625	95.0	5.7
7. School teacher	8,454	60.1	5.6
* 8. Waiter/waitress	6,579	80.5	4.4
* 9. Nursing assistant/aide	4,972	72.1	3.3
10. Cooks	2,998	49.8	2.0
*11. Telephone operator	2,946	97.7	1.9
12. Owner/manager, retail trade	2,578	17.8	1.7
13. Building janitor or cleaner	2,441	25.3	1.6
*14. Launderer and drycleaner	2,315	77.6	1.5
15. Farm labourer	2,306	26.6	1.5
16. Office appliance operators	2,270	87.8	1.5
17. Bottlers and wrappers	2,089	48.8	1.4
*18. Lodging/boarding house keepers	2,070	89.1	1.4
19. Barber/hairdresser	2,002	56.5	1.3
20. Owner/managers personal services	1,948	32.9	1.3

*Also appears in the list in Table 7.

Tables 6 and 7 both list twenty women's occupations: those with the largest employment and those with the largest proportion of female employment. Again, although the totals are much out of date, the general pattern will not have changed substantially since 1961.

Table 7
TWENTY OCCUPATIONS WITH HIGHEST PERCENTAGE OF FEMALE EMPLOYMENT
BRITISH COLUMBIA, 1961

	Percent of Female Employment	Number Employed
1. Milliner	100.0	38
2. Doctor/dentist office attendant	98.1	724
3. Dressmaker	97.8	1,211
* 4. Telephone operator	97.7	2,946
* 5. Steno, typist, clerk-typist	97.0	19,523
6. Dietician	96.7	179
7. Baby sitter	96.6	1,564
* 8. Nurse (graduate and student)	95.0	8,625
9. Sewer and sewing machine operator	93.6	1,098
*10. Lodging/boardinghouse keeper	89.1	2,070
*11. Office appliance operator	87.8	2,583
*12. Maid and related	85.0	9,715
13. Librarian	80.8	282
*14. Waiter/waitress	80.5	6,579
*15. Launderer and drycleaner	77.6	2,315
16. Physical/occupational therapist	73.7	381
*17. Nursing assistant/aide	72.1	4,972
18. Medical/dental technician	66.7	878
19. Furrier	66.6	74
20. Bookkeeper/cashier	65.5	11,318

*Also appears on the list in Table 6.

There are differences in the educational level of men and women in the labour force. Rather more girls than boys have been finishing high school so, on the whole, women in the labour force are better educated than men. However, not as many women as men have university degrees. But women's higher level of education is not reflected in their earnings.

The recently published report of the Royal Commission on the Status of Women devoted several pages to the future outlook for women's employment. The Commission pointed out that as service industries employ an increasing proportion of the labour force, they will probably use more women each year. But diminishing employment in the goods-producing industries will perhaps cut job opportunities and drive men into competition with women in the service industries. The Commission fears that technology, by increasing the need for more professional and technical workers and reducing the demand for semi-skilled workers, will leave women without degrees or technical training at even more of a disadvantage than in the present labour market. They also fear the disappearance of many middle management jobs, generally the top level for women in business today. Thus, unless they equip themselves for senior positions, women may find themselves lower on the occupational ladder than they are now.

The computer is seen as likely to have a substantial effect on traditional female occupations and professions and to open up entirely new occupational fields. Unskilled clerical work in data collection, information retrieval, tabulation, and the keeping of accounts will probably be almost eliminated. Secretarial work will probably survive but in a very different form. Health services and teaching methods may be much altered. The growth of computer science and technology is already creating and will create more demands for new occupations, and these new occupations are not yet sex-typed.

It will soon be possible to see what are the new occupations and what changes have occurred since 1961 as another complete census will be taken in June. Detailed analysis can be undertaken within a couple of years. The census will also provide a secure base for projections of future female employment. The indications are that although female employment will continue to grow faster than male, the rate of expansion in the seventies will not match that of the sixties.

SALARY AND WAGE RATES, 1967-1970

The table below presents selected results from the preliminary report on salary and wage rates in British Columbia in September 1970 which was released recently. This annual survey, conducted jointly by the provincial Department of Industrial Development, Trade, and Commerce and the federal Department of Labour, covers a selected sample of 124 larger establishments in the following seven sectors: primary industry, manufacturing, transportation, utilities, trade, finance, and service. Most of the establishments surveyed were located in the Vancouver and Victoria metropolitan areas.

Salary and wage rates shown below are straight-time rates for full-time employees excluding premium pay for overtime or shift work and fringe benefits. They apply to fully qualified employees excluding foremen. The averages shown are weighted averages of all rates reported for the occupation and the predominant range includes the middle 80 per cent of the rate distribution for a given occupation.

The published report for 1970 includes almost 250 individual occupations in the sectors covered. The table below presents averages for 77 representative occupations in the various industries for the past four years, the percentage increase in the past four years, the percentage increase in 1970, and the predominant range in 1970. Rates shown are for male workers except where otherwise indicated.

TABLE 8
COMPARISON OF SELECTED OCCUPATIONS
FOR THE SEPTEMBER PAY PERIOD, 1967 - 1970

	Average Wage Rates (\$)				Increase 1969-1970 %	Predominant Range 1970 \$
	1967	1968	1969	1970		
Office Occupations	Average Monthly Salary					
Male:						
Office Boy	252	281	314	333	6.1	290-375
Accounting Clerk (Sr.)	490	532	586	621	6.0	430-747
Clerk (Intermediate)	450	464	500	537	7.4	404-660
Draftsman (Intermediate)	560	579	659	688	4.4	563-765
Female:						
Typist (Senior)	325	343	367	399	8.7	334-442
Stenographer (Senior)	362	382	409	440	7.6	389-497
Secretary (Senior)	433	465	490	524	6.9	450-600
Filing Clerk	274	293	314	336	7.0	291-377
Switchboard Operator and Receptionist	343	356	374	405	8.3	313-487
Accounting Clerk (Jr.)	332	353	349	412	18.1	351-493
Clerk (Intermediate)	354	381	413	447	8.2	368-537

	Average Wage Rates (\$)				Increase 1969-1970 %	Predominant Range 1970 \$
	1967	1968	1969	1970		
Maintenance and Service	Average Hourly Wage Rate					
Carpenter	3.47	3.75	3.94	4.25	7.9	3.59-4.78
Electrician	3.58	3.78	4.11	4.43	7.8	3.71-4.82
Millwright	3.77	3.84	4.11	4.43	7.8	3.83-4.78
Mechanic	3.26	3.63	3.98	4.26	7.0	3.53-4.70
Stationary Engineer (3rd Class)	3.54	3.76	3.97	4.27	7.6	3.85-4.71
Cleaner (male)	2.47	2.56	2.76	2.98	8.0	2.59-3.50
Shipper	2.92	2.97	3.25	3.54	8.9	2.96-3.88
Truck Driver (light truck)	2.93	3.05	3.32	3.59	8.1	3.30-3.78
General Labour						
Labourer, Production	2.64	2.80	3.03	3.32	9.6	2.79-3.56
Labourer, Non-production	2.43	2.65	2.80	3.08	10.0	2.54-3.73
Logging (Coastal)						
Boom Man	3.25	3.44	3.58	3.67	2.5	3.51-3.96
Chaser	3.12	3.28	3.46	3.63	4.9	3.44-3.75
Chokerman	2.97	3.18	3.40	3.48	2.4	3.36-3.66
Donkey Engineer	3.52	3.81	3.96	4.26	7.6	3.87-4.62
Hook Tender	3.78	4.07	4.43	4.54	2.5	4.31-5.07
Scaler	3.35	3.63	3.79	3.90	2.9	3.81-4.12
Log-Truck Driver	3.45	3.77	4.10	4.25	3.7	3.96-5.07
Saw and Planing Mills (Coastal)						
Boom Man	3.07	3.25	3.47	3.65	5.2	3.40-4.82
Carrier Driver	2.99	3.28	3.51	3.71	5.7	3.50-3.80
Grader	3.20	3.38	3.57	3.75	5.0	3.51-3.94
Sorter	2.82	2.99	3.18	3.34	5.0	3.18-3.53
Veneer and Plywood Mills						
Core Layer and Sheet Layer	2.99	3.16	3.38	3.69	9.2	3.58-3.77
Off-Bearer	2.80	3.04	3.22	3.53	9.6	3.50-3.54
Patcher, Hand or Machine	2.90	3.10	3.28	3.57	8.8	3.54-3.67
Plywood Inspector	2.94	3.17	3.37	3.68	9.2	3.62-3.72
Pulp and Paper Mills						
Grinderman	3.03	3.06	3.41	3.71	8.8	3.67-3.89
Wood Hander	3.15	3.24	3.54	3.72	5.1	3.53-3.94
Machine Tender, Fourdrinier	5.27	5.21	5.62	6.34	12.8	4.90-7.08
Back Tender	4.78	4.71	5.09	5.75	13.0	4.54-6.33
Fourth Hand	3.45	3.52	3.85	4.19	8.8	3.69-4.48
Sixth Hand	3.01	3.08	3.38	3.68	8.9	3.50-3.82
Laboratory Technician	3.23	3.27	3.75	3.88	3.5	3.56-4.06
Fish Products						
Washer (female)	2.01	2.10	2.27	2.41	6.2	2.41-2.41
Filleter (female)	2.19	2.40	2.55	2.65	3.9	2.58-2.70
Freezer	2.80	2.94	3.23	3.45	6.8	3.31-3.61
Packer (female)	2.00	2.12	2.28	2.43	6.6	2.07-2.54

	Average Wage Rates (\$)				Increase 1969-1970 %	Predominant Range 1970 \$
	1967	1968	1969	1970		
Printing and Publishing	Average Hourly Wage Rate					
Compositor, Hand	3.79	4.26	4.64	5.14	10.8	4.77-5.58
Linotype Operator	3.85	4.23	4.55	5.08	11.6	4.77-5.58
Shipbuilding and Repair						
Engine Fitter	3.45	3.70	3.97	4.22	6.3	4.22-4.23
Machinist, Production	3.47	3.70	3.97	4.22	6.3	4.22-4.22
Plater (Shipfitter)	3.45	3.70	3.96	4.22	6.6	4.22-4.22
Welder, Production	3.45	3.70	3.98	4.24	6.5	4.22-4.32
Retail Food Stores						
Checker-Cashier (female)		2.55	2.89	3.37	16.6	3.05-3.50
Grocery Clerk		3.32	3.52	4.08	15.9	4.02-4.55
Meat Cutter (Butcher)		3.83	4.00	4.56	14.0	4.55-4.80
Retail Trade (Department Stores)	Average Weekly Wage					
*Salesperson, Class A (female)	67	75	81	91	12.3	76-102
*Salesperson, Class B (male)	97	108	118	128	8.5	110-137
*Salesperson, Class B (female)	74	81	87	95	9.2	80-102
*Salesperson, Class C (male)	132	142	151	154	2.0	120-220
Cashier, Store (female)	69	82	90	95	5.6	80-102
Warehouseman	110	123	133	149	12.0	135-154
Delivery Truck Driver	124	134	145	160	10.3	152-161
Hospitals	Average Monthly Salary					
Staff Nurse - R.N.		524	561	606	8.0	549-684
Nursing Auxiliary (Practical Nurse)		340	392	444	13.3	429-449
Nursing Auxiliary (Nursing Aide)			347	400	15.3	386-416
Nursing Orderly, Experienced (male)		444	494	553	11.9	525-576
Laboratory Technician (female)		503	551	604	9.6	517-726
Laundry Operator, Light (female)		308	338	389	15.1	365-402
Maid		275	325	380	16.9	370-383
Hotels						
Room Clerk	342	418	425	474	11.5	425-511
Cashier, Food and Beverage (female)	257	318	341	387	13.5	322-464
Table Waitress	237	281	306	346	13.1	325-357
Bartender	396	456	485	533	9.9	480-584
Chambermaid	238	309	325	370	13.8	321-435
Houseman	252	329	342	379	10.8	321-461
Municipal Government						
Fireman, 1st Class	597	633	684	730	6.7	705-744
Police Constable, 1st Class	611	653	718	767	6.8	733-782

*Includes commission earnings. Class A requires little knowledge regarding merchandise sold; Class B requires enough knowledge of products to assist customers make a selection; and Class C requires detailed knowledge of products and considerable skill in salesmanship.

STATISTICAL APPENDIX

LABOUR MARKET BY OCCUPATION

- Registrations
- Vacancies
- Employment by Industry

EMPLOYMENT BY INDUSTRY

INDUSTRY INDICATORS

- General Economic
- Forestry
- Construction
- Mining
- Trade

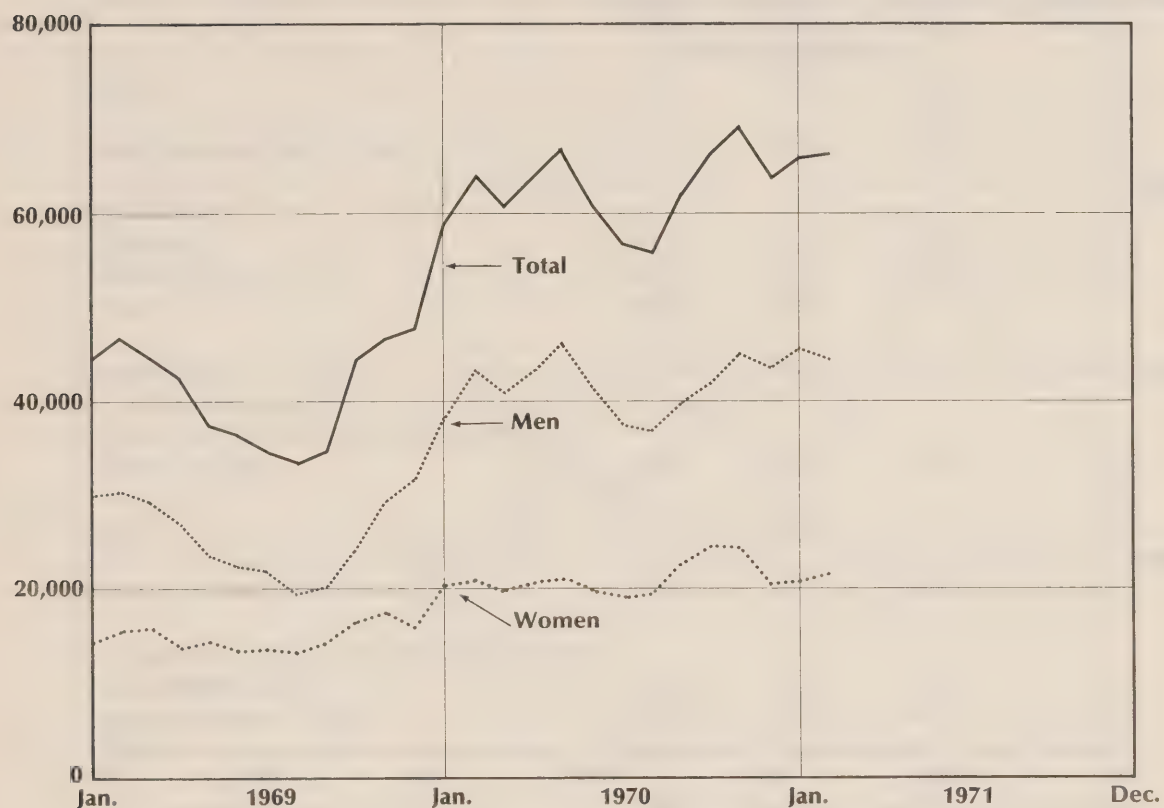
Table A-1
REGISTERED CLIENTS WITHOUT EMPLOYMENT
BY CANADA MANPOWER CENTRE
PACIFIC REGION, FEBRUARY 1971 (MONTH-END)

CMC Area	Clients	CMC Area	Clients
Abbotsford	1,136	Port Alberni	894
Campbell River	938	Powell River	614
Chilliwack	2,409	Prince George	2,387
Courtenay	1,096	Prince Rupert	656
Cranbrook	1,572	Quesnel	834
Dawson Creek	882	Terrace	885
Fort St. John	1,070	Trail	1,481
Kamloops	3,035	Vancouver Metro	29,130
Kelowna	1,970	Vernon	2,513
Nanaimo	1,828	Victoria	6,745
Nelson	1,486	Whitehorse	738
Penticton	973	Williams Lake	865

Note: The above operational statistics cannot be compared directly with the official unemployment figures provided by the Dominion Bureau of Statistics Labour Force Survey.

Source: Department of Manpower and Immigration

Chart A-1
MONTH-END CLIENTS WITHOUT EMPLOYMENT SEEKING WORK
PACIFIC REGION, 1969 - 1971



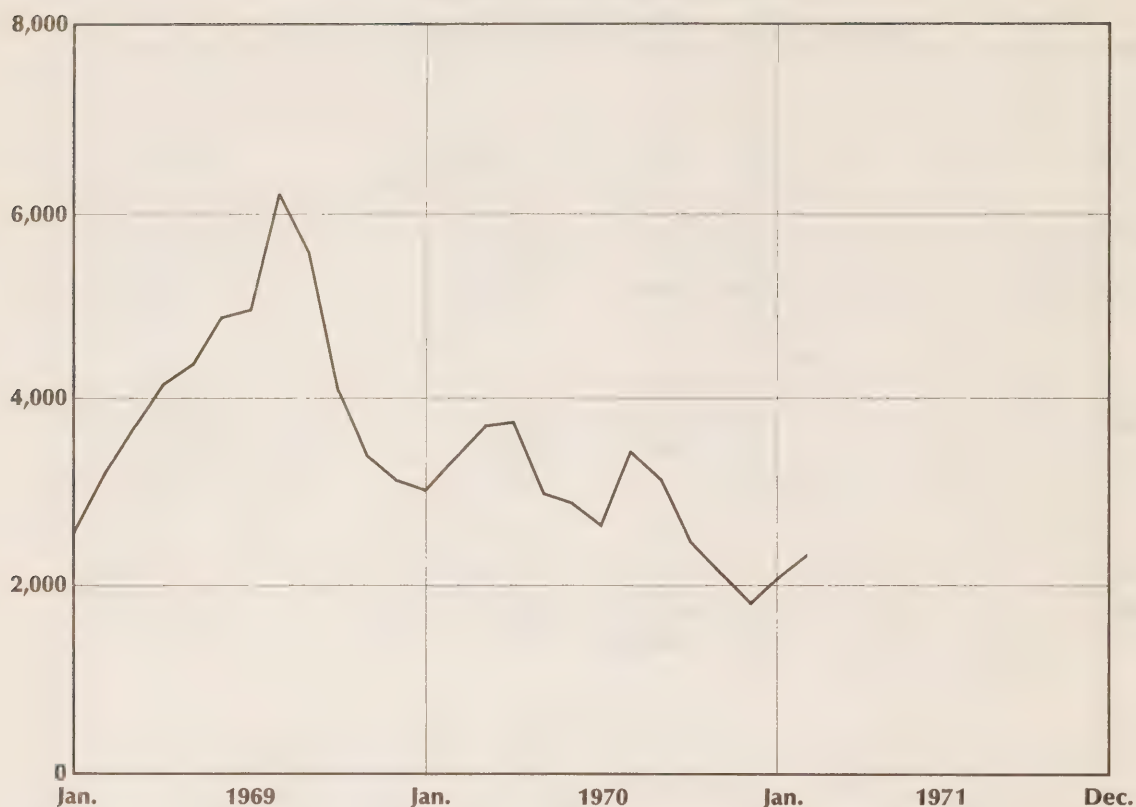
Source: Department of Manpower and Immigration.

FEBRUARY 1971 (MONTH-END)

	Men		Women	
	Number	%	Number	%
Professional, Technical and Managerial	3,896	8.8	1,134	5.2
Clerical-Sales	4,513	10.1	11,398	52.6
Services	4,389	9.9	6,434	29.7
Farming, Fishing, Forestry and Related	965	2.2	58	0.3
Processing	653	1.5	261	1.2
Machine Trades	4,099	9.2	59	0.3
Bench Work	557	1.3	390	1.8
Structural Work	13,232	29.7	11	—
Miscellaneous	9,642	21.6	1,017	4.7
Not Specified	2,515	5.7	914	4.2
Total	44,461	100.0	21,676	100.0

Source: Department of Manpower and Immigration.

Chart A-2
MONTH-END VACANCIES
PACIFIC REGION, 1969 - 1971



Source: Department of Manpower and Immigration.

FEBRUARY 1971 (MONTH-END)

	Total Vacancies	
	Number	%
Professional, Technical and Managerial	386	16.5
Clerical-Sales	744	31.8
Services	469	20.1
Farming, Fishing, Forestry and Related	79	3.4
Processing	62	2.7
Machine Trades	170	7.3
Bench Work	80	3.4
Structural Work	190	8.1
Miscellaneous	156	6.7
Total	2,336	100.0

Source: Department of Manpower and Immigration.

Table A-2
EMPLOYEES BY INDUSTRY — BRITISH COLUMBIA

	December 1970 (P) (Estimates in Thousands)	November 1970	December 1969	Change December 69/70 %
Forestry	17.1	20.4	18.0	— 5.0
Mines, Quarries and Oil Wells	11.2	11.5	10.8	+ 3.7
Manufacturing				
Durables	73.4	76.0	77.6	— 5.4
Non-Durables	51.6	53.2	51.2	+ 0.8
Total	125.0	129.2	128.8	— 3.0
Construction	30.2	36.4	37.4	— 19.3
Transportation, Communication, and Other Utilities	84.8	86.3	81.5	+ 4.0
Trade	119.1	120.1	122.6	— 2.9
Finance, Insurance, and Real Estate	31.4	31.7	30.9	+ 1.6
Community, Business and Personal Services				
Commercial Sector	82.8	111.6	82.0	+ 1.0
Non-Commercial Sector	113.4	85.4	104.9	+ 8.1
Total	196.2	198.1	187.0	+ 4.9
Public Administration and Defence*	39.9	39.8	40.3	— 1.0
Total	654.9	673.6	657.1	— 0.3

(P) Preliminary

* Defence excludes noncivilian employees

Note

There is a substantial difference between the total in Table A-2 above and the labour force estimate of total employed shown in Table A-1. Apart from the difference in the months reported, the main difference is one of concept. The table above, as the title implies, is limited to **employees** whereas the estimate of total employed in Table A-1 includes all persons who had a job, both employees and **others**. In addition, Table A-2 above excludes those in the fishing and trapping industry and the labour force estimate includes them.

Source: Estimates of Employees by Province and Industry, D.B.S., 72-008.

Table A-3
GENERAL ECONOMIC INDICATORS — BRITISH COLUMBIA

	Unit	Latest Month	Amount	Percent Change	
				Previous Month	Latest Month 69/70
*EARNINGS AND HOURS WORKED					
Wages and Salaries	\$ per week	January	142.34	+ 2.1	+ 5.6
Average Earnings	\$ per hour	January	3.90	— 0.5	+ 1.0
Average Hours	Number	January	37.6	+ 3.0	+ 1.1
PRODUCTION					
Value of Factory Shipments	\$'000	December	315,200	+ 1.4	— 6.4
Lumber Sawed	M.f.b.m.	December	647,400	— 0.3	+ 1.1
Paper Production	Tons	December	151,700	— 8.6	— 2.7
Pulp Production	Tons	January	387,600	— 6.1	— 2.4
Fish Landed	\$'000	February	338	+ 196.5	— 12.4
INTERNAL TRADE					
Retail Sales	\$'000	December	337,800	+ 29.4	+ 1.1
Electric Power	Million kwh	December	2,545	+ 10.2	+ 43.5
Sales of Life Insurance	\$'000	December	83,640	+ 3.5	+ 2.8
Gasoline Consumed	'000 gal	December	49,100	+ 5.1	+ 4.9
Tourist Permits	Number	December	56,000	— 3.3	+ 5.9
CONSTRUCTION					
Building Permits	\$'000	January	30,131	— 38.7	— 11.0
Housing Starts	Units	January	1,264	— 44.2	— 16.0
Housing Completions	Units	January	960	+ 3.6	— 50.2
EXTERNAL TRADE					
Exports through B.C. Ports	\$'000	December	198,100	+ 5.4	— 15.7
Imports through B.C. Ports	\$'000	December	96,500	+ 18.4	— 14.0
INDEXES					
Vancouver Consumer Price Index	Index	February	125.5	+ 0.8	+ 3.4
B.C. Index of Employment (Industrial Composite)	Index	February	134.0	— 2.5	— 2.4

*Wages and salaries are the overall average for British Columbia (industrial composite) and average earnings and average hours are for manufacturing industry alone.

Source: Dominoin Bureau of Statistics, Ottawa.
 Bureau of Economics and Statistics, Victoria.

Table A-4
ECONOMIC INDICATORS — B.C. FOREST INDUSTRY

	Unit	Latest Month	Amount	Change 69/70 %	Year to Date Amount	Change 69/70 %
PRODUCTION						
Timber Scaled	M.cu.ft.	January	126,800	— 5.7	126,787	— 5.7
Lumber Sawn	M.f.b.m.	December	647,400	+ 1.1	7,687,500	— 1.1
Plywood Production	M.sq.ft. ^{3/8} "	December	152,476	— 9.2	1,877,694	— 7.1
Paper Production	Tons	December	151,700	— 2.7	1,810,200	— 5.1
Pulp Production	Tons	January	387,600	— 2.4	387,600	— 2.4
AVERAGE WAGES AND SALARIES						
Forestry	\$ per week	December	144.23	----		
Saw, Shingle and Planing Mills	\$ per week	December	146.50	+ 11.6		
Veneer and Plywood Mills	\$ per week	December	131.42	+ 6.1		
Pulp and Paper Mills	\$ per week	December	186.51	+ 6.9		
AVERAGE EARNINGS						
Saw, Shingle and Planing Mills	\$ per hour	December	3.86	+ 10.3		
Veneer and Plywood Mills	\$ per hour	December	3.94	+ 10.7		
Pulp and Paper Mills	\$ per hour	December	4.52	+ 8.9		
AVERAGE WEEKLY HOURS						
Saw, Shingle and Planing Mills	Hours	December	36.2	+ 0.8		
Veneer and Plywood Mills	Hours	December	31.4	— 4.9		
Pulp and Paper Mills	Hours	December	39.0	— 3.2		
EMPLOYMENT INDEX (1961 = 100)						
Forestry	Index	December	103.2	— 8.3		
Saw, Shingle and Planing Mills	Index	December	110.7	+ 0.7		
Veneer and Plywood Mills	Index	December	113.7	— 9.0		
Pulp and Paper Mills	Index	December	166.3	+ 5.3		

Source: Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Man-Hours and Hourly Earnings, D.B.S., 72-003.
Bureau of Statistics, Victoria.

Table A-5
ECONOMIC INDICATORS — B.C. CONSTRUCTION

	Unit	Latest Month	Amount	Latest Month Change 69/70 %	Amount	Year to Date Change 69/70 %
Building Permits	\$'000	January	30,131	-11.0	30,131	-11.0
Housing Starts	Units	January	1,264	-16.0	1,264	-16.0
Housing Completions	Units	January	960	-50.2	960	-50.2
AVERAGE WAGES AND SALARIES						
Building	\$ per week	December	166.22	- 1.3		
Engineering	\$ per week	December	190.79	+15.5		
AVERAGE EARNINGS						
Building	\$ per hour	December	5.58	+ 5.9		
Engineering	\$ per hour	December	5.75	+12.3		
AVERAGE WEEKLY HOURS						
Building	Hours	December	28.4	- 8.7		
Engineering	Hours	December	31.4	+ 7.5		
EMPLOYMENT INDEX (1961 = 100)						
Building	Index	December	162.2	-20.2		
Engineering	Index	December	76.7	- 3.9		

Source: Building Permits, D.B.S., 64-001.
 Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
 Man-Hours and Hourly Earnings, D.B.S., 72-003.
 Canadian Housing Statistics, C.M.H.C.

Table A-6
ECONOMIC INDICATORS — B.C. MINING INDUSTRY

	Unit	Latest Month	Amount	Latest Month Change 69/70 %	Amount	Year to Date Change 69/70 %
PRODUCTION OR SHIPMENTS						
Copper Shipments	'000 lbs	December	14,789	+ 25.7	208,596	+ 27.3
Molybdenum Shipments	'000 lbs	December	2,701	+ 16.8	32,259	+ 18.3
Lead Shipments	'000 lbs	December	13,771	- 43.3	213,879	+ 1.6
Zinc Shipments	'000 lbs	December	15,873	- 50.2	275,833	- 7.3
Crude Oil Production	'000 bbl	December	2,121	- 4.8	25,361	+ 0.2
Natural Gas Production	M.cu.ft.	December	34,331	+ 9.2	339,348	+ 7.3
*EARNINGS AND HOURS WORKED						
Average Wages and Salaries	\$ per week	December	182.61	+ 13.0		
Average Earnings	\$ per hour	December	4.42	+ 9.7		
Average Weekly Hours	Hours	December	39.4	+ 1.3		
*EMPLOYMENT INDEX (1961 = 100)	Index	December	147.3	+ 9.8		

*Earnings and Hours Worked and the Employment Index are for mining including milling.

Source: **Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.**
Man-Hours and Hourly Earnings, D.B.S., 72-003.

Table A-7
ECONOMIC INDICATORS — B.C. TRADE

	Unit	Latest Month	Amount	Latest Month Change 69/70 %	Amount	Year to Date Change 69/70 %
TRADE						
Exports through B.C. Ports	\$'000	December	198,100	- 15.7	2,566,400	+ 12.1
Imports through B.C. Ports	\$'000	December	96,500	- 14.0	1,155,800	+ 1.8
Exports through Vancouver	'000 tons	January	2,103	- 3.3	2,103	- 3.3
Imports through Vancouver	'000 tons	January	456	- 11.3	456	- 11.3
Retail Sales	\$'000	December	337,800	+ 1.1	3,158,600	+ 1.2
AVERAGE WAGES AND SALARIES						
Wholesale	\$ per week	December	144.27	+ 7.6		
Retail	\$ per week	December	102.42	+ 4.9		
*EMPLOYMENT INDEX (1961 = 100)						
Wholesale	Index	December	134.2	- 4.6		
Retail	Index	December	171.0	- 1.6		

Source: **Retail Trade, D.B.S., 63-005.**
Employment and Average Weekly Wages and Salaries, D.B.S., 72-002.
Bureau of Statistics, Victoria.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	33827 South Fraser Way	853-1112
Burnaby	4940 Kingsway	437-3761
Campbell River	437 Tenth Avenue	287-6212
Chilliwack	115 Yale Road East	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-3397
Duncan	250 Craig Street	748-8111
Fernie	Federal Building, 27 Fifth Street	423-6621
Fort St. John	Knight Building, 10220 Mackenzie Street	785-6166
Hope	308 Wallace Street	869-5722
Kamloops	345 Third Avenue	372-2515
Kelowna	336 Leon Avenue	762-3018
Mission City	Corner Welton & Second Streets	826-6281
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	120 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	407 Argyle Street	724-0151
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	214 Third Street	624-6231
Quesnel	Federal Building, 346 Reid Street	992-5538
Revelstoke	Federal Building, 315 First Street West	837-5106
Terrace	3232 Emerson Street	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	385-6711
Whitehorse	P.O. Box 1798, Federal Building	667-4238
Williams Lake	Old Federal Building, 153 Borland Street	392-4184

UNIVERSITY CMCs and STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver City College, 951 West 12th Avenue	736-7929
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	P.O. Box 237, Federal Building, 104-A Avenue	782-4541
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	317 Seymour Street	372-2123
Kingsgate	Kingsgate	424-5549
Nanaimo	P.O. Box 252, Federal Building, 60 Front Street	753-4181
Nelson	514 Vernon Street	352-7431
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Paterson	Via P.O. Box 639, Rossland	362-5940
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	P.O. Box 162, Federal Building, 214 Third Street	624-6231
Sidney	P.O. Box 492, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government Street	385-2467

MANPOWER CONSULTATIVE SERVICE

Vancouver	Senior Officer MCS, 1155 West Pender Street	683-6971
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